

CONNECTICUT INDUSTRY MAY 1941

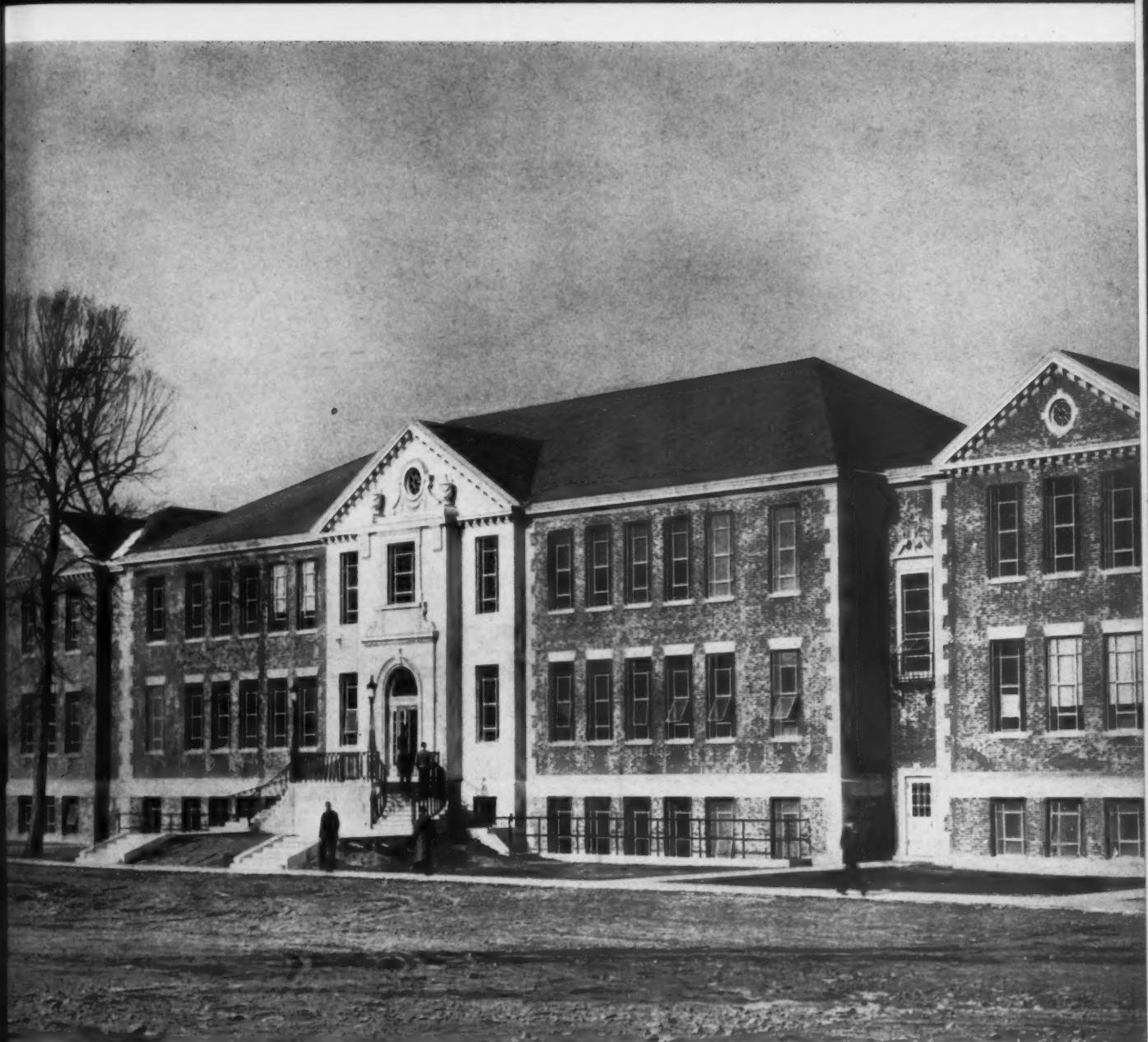


PHOTO of new engineering building at Connecticut University which will be opened for inspection to those who attend Research Day Meeting and Banquet May 16 (see announcement under "Calendar" in News Forum section of this issue).

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Tomorrow

By E. KENT HUBBARD

An ancient prophet once wrote, "Where there is no vision the people perish". Individuals, nations and a whole civilization have risen where vision was present. They have fallen when softened by the pleasure-bent philosophy of, "Eat, Drink and Be Merry For Tomorrow We Die". None have ever disproved the wisdom of good vision. None who have given thought have even doubted the ultimate fate of those who lacked it.

Today we are eating from the "fat" of business created by our emergency defense needs. But what of tomorrow when once more the fires of war are extinguished? Much as we need to bend our energies to the mighty task of ending the barbaric violence that has been raging with increasing cruelty for the past eight years, we must give sober thought toward shaping the future.

If we would avoid a post-war calamity jobs at the highest possible wages must be created. More and more research and the courageous employment of the results which will best serve mankind are sorely needed to help solve the riddle of the future.

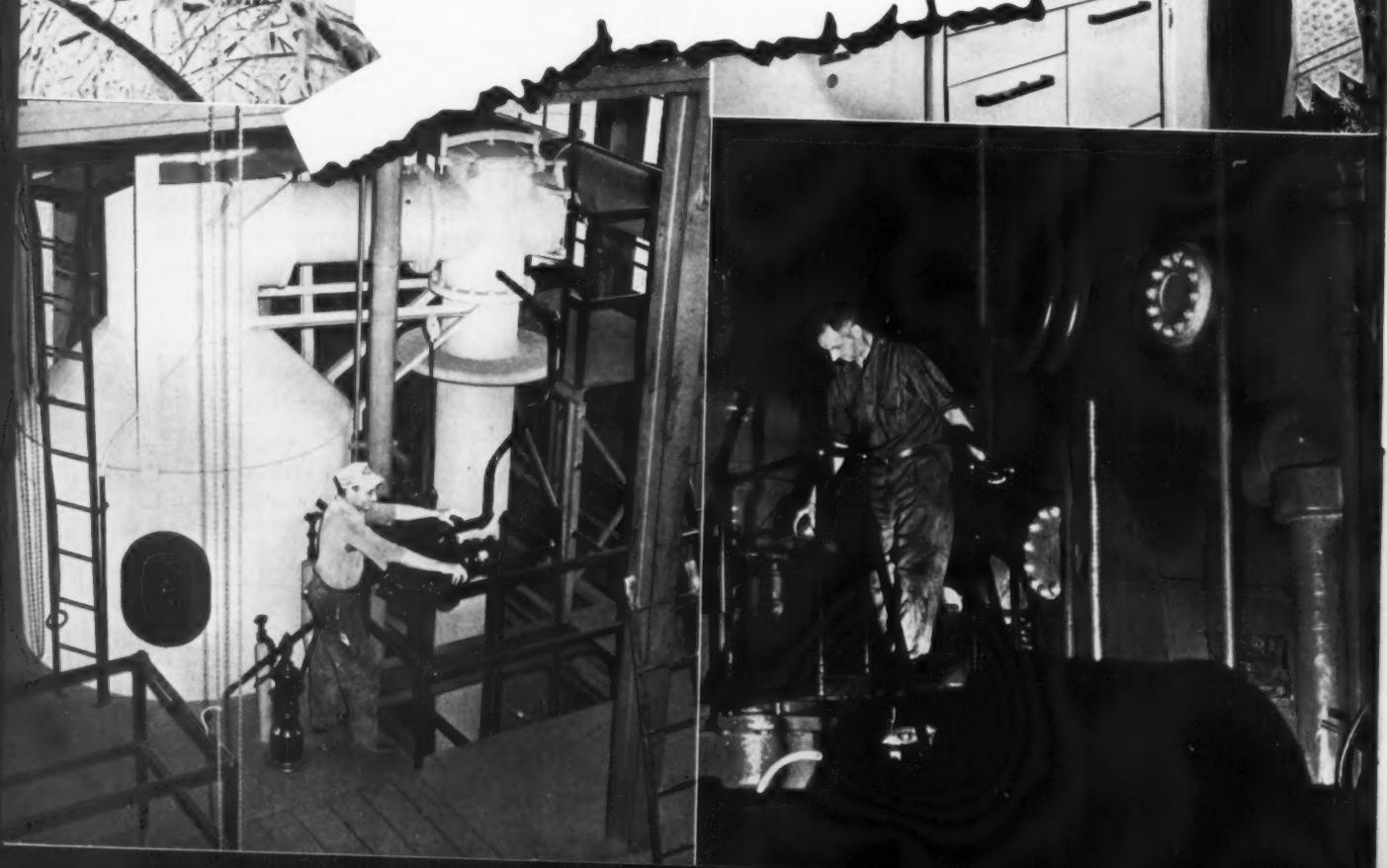
Whether you have planned little or much for the future of your business, your employees and community, I urge Connecticut industrial management to make a sincere effort to attend the 4th Annual Research Day meeting to be held at Connecticut University, Friday May 16. There, from a splendid array of speakers and from a first hand observation of the State's new engineering laboratory, you should acquire new ideas, inspiration and determination. There you may gain a new concept of your important role in the post-war world of tomorrow.

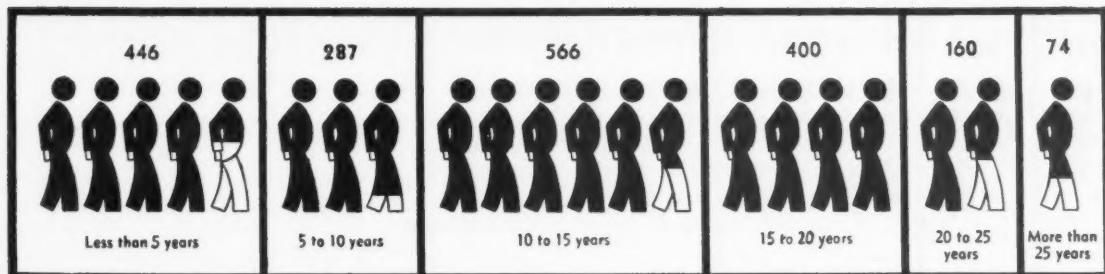
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HUMANIZING THE ANNUAL REPORT

BY AN EMPLOYEE FRIEND OF MANAGEMENT





Courtesy C. L. & P. Company

GRAPHIC pictures on length of service help to humanize company reports.

WHEN a formal announcement arrives in the mail, a quick reading usually gives you the facts. You probably realize unconsciously that an excellent grade of paper has been used and that there's something pretty nice about the type. If it mentions a name or two, most people will read it a second time and, more than likely it will go the rounds of the family before being dropped in the scrap basket.

Can you say the same of the average annual report? No! Why? They're generally good printing jobs and on good paper. What do they lack so completely that makes them so dull and uninteresting to all but financial wizards? They lack any sign of human touch. They ignore completely the fact that it takes employees to make products; employees to sell products; employees to make profits . . . or losses.

"But what about management?" you ask. I'm not ignoring management. I'm approaching this subject with a view of strengthening management by bringing to its support a more intelligent, more understanding and more cooperative body of employees.

What has all this to do with annual reports? Well, I'm trying to draw a comparison between three annual reports: (A) on the cover is printed "ANNUAL REPORT TO STOCKHOLDERS FOR THE YEAR ENDING DECEMBER 31, 1940"; (B) entitled "TWENTY-EIGHTH ANNUAL REPORT AND YEAR BOOK 1940"; (C) entitled "ANNUAL REPORT TO EMPLOYEES, 1940."

ANNUAL REPORT (A) leaves me cold as frozen fish and it's put out by my own boss, too. "Consolidated net income as shown in Exhibit III increased from \$10,161,781 in 1939 to \$10,501,273 in 1940 or 3.4%." Of course, I'm interested in my com-

pany. I'd like to know how it stands but when I try to read this swell looking 32 page report, I can't. It's all figures, percentages, whereases and wherefores. Even the very first paragraph makes me feel so completely out of the picture that all I can say to myself is—"Oh well, maybe the big boys know what it's all about but if they do why don't they talk my language?" And so it goes, right on through the 32 pages; "Corporate Simplification", "Advantages of Co-ordinated Management", "Consolidated Operating Revenue Deductions, (Exhibit III)", and twelve pages of nothing but dollars and cents, dollars and cents, dollars and cents.

I can say one thing and that is, a lot of things around my plant would be in healthier condition if the big boys recognized occasionally the English language as a good acceptable medium of exchange; not all polished up for directors and stockholders but simple and understandable for employees who still appreciate some of the good points of management.

On the cover of Annual Report B there are three words, "AND YEAR BOOK", that made me feel able to get something out of that report. Sure enough; a lot of figures and statistics in the first 15 pages but enough charts and tricky pictures thrown in so that I could catch the drift. But what I did go for in a big way was the "YEAR BOOK" section that took up the last 20 pages. It had about 18 or 20 good photographs of different

Editor's Note. If you want to get an employee's viewpoint about annual reports read this article.

parts of the plant showing some of the fellows at work. There were a couple of good maps that showed where the company had branch offices and some pictures of the things they make actually in use in different parts of the country. When I got through reading it I felt as though I knew more about the workings of that company than I do about the one I work for.

When I hit ANNUAL REPORT (C), however, I read every word of it. Two words on the cover did the trick: "TO EMPLOYEES". I settled down and got comfortable before diving in. The cover was a corker; all photographs of 16 or 18 of the company employees at work on different jobs.

It started off with a letter from the president of the company: "To all Employees: Last year we issued our first Annual Report to Employees. We felt then and still feel that you are entitled to such a report because it is your investment of brains and labor which helps make The Company and you have every right to know how your investment is being used and how it is being protected."

It went on to tell that nearly \$5,000,000 insurance protects the families of nearly 1600 employees under the company's group life insurance plan and that nearly \$55,000 had been

(Continued on page 26)



THE amount of wages and taxes paid are other splendid subjects to show dramatically.

EMPLOYER COOPERATION IN UNEMPLOYMENT BENEFIT ADMINISTRATION

By HOWARD E. HAUSMAN, *Executive Director,*

Unemployment Compensation Division

State of Connecticut Department of Labor and Factory Inspection

UNEMPLOYMENT compensation is important to employers as a method of protecting their workers from the hazards of involuntary unemployment and, to a lesser degree, as a method of distributing the social cost of unemployment among those industries in which unemployment is greatest. Accordingly, employers should be vitally interested in the efficient administration of this law.

So far as payment of unemployment compensation benefits is concerned, the job is to see that so far as humanly possible, all unemployed persons entitled to benefits receive them and no persons not entitled to benefits receive them. The unfortunate results which would follow failure to pay benefits when due are obvious; on the other hand, payments to undeserving claimants not only drain the fund improperly, but tend to bring the whole system into disrepute.

Employers can and must and do cooperate effectively with the Unemployment Compensation Division in attaining these ends.

Without employer cooperation, we would be seriously handicapped in securing necessary information regarding eligibility, qualifications, and disqualifications for the receipt of benefits. Unemployment compensation has the simple purpose of paying benefits to unemployed workers meeting eligibility requirements. The eligibility requirements are technical to a considerable degree, and it is here that employer cooperation is necessary if benefit payments are to be handled efficiently and equitably.

The Tests for Benefit Eligibility

The Unemployment Compensation Law establishes what might be termed positive and negative tests for benefit eligibility. On the positive side, a claimant must file claim for benefits at local public employment offices. He must be physically and mentally able to work and be available for work, he must have earned a minimum amount of wages in covered employment, and

he must serve a waiting period before becoming entitled to benefits. Fulfillment of all these conditions can generally be determined by the administrative agency. On the other hand, the claimant will be disqualified from receiving benefits if he refuses to apply for or accept suitable employment, if he voluntarily leaves his employment without sufficient cause, if he is dis-

without cause; or they may be in force so long as the condition exists, as in the case of a labor dispute. A claimant meeting these tests satisfactorily is eligible to receive benefits. The difficulty, from the administrative viewpoint, lies in establishing the disqualifying factors where present. It is here that the employer can render invaluable assistance to the Division in prevention of benefit payments to workers not satisfying all the statutory requirements.

Refusal of Suitable Employment

One of the most troublesome disqualifications is that of refusal of suitable employment. Where workers are referred to jobs by the public employment offices, the Division is informed of such refusals and can take appropriate action. There are undoubtedly numerous cases of refusals of which the Division is unaware where employers do not use the facilities of the local offices. Employer cooperation in such circumstances is the only way by which disqualification can be made effective. Notifying any one of the eighteen local employment offices of benefit claimants refusing to accept employment meeting the statutory tests of suitability is sufficient to initiate a reexamination of such claims.

Available for Employment

The Division has also had some difficulty in determining whether a claimant is available for employment. Unemployment benefits are intended as a right of unemployed workers currently in the labor market for the purpose of tiding them over between jobs for a limited period of time. Payments are not designed to finance vacations or the purchase of furniture for newly-weds, worthy as these projects may be. Former workers, who have no intention of reentering the labor market, are not entitled to benefits. Since the concept of being in the



HOWARD E. HAUSMAN

charged for willful misconduct in the course of his employment, or if his unemployment is due to a stoppage of work existing because of a labor dispute in which he is involved. There are a few additional disqualifying conditions, such as receipt of wages in lieu of notice, workmen's compensation for temporary disability, receipt of old age or survivors' benefits, and, under certain conditions, unemployment on account of pregnancy or childbirth. Disqualifications may be limited to a definite period of time, as four weeks for refusal of suitable employment, discharge for willful misconduct, and voluntary separation

labor market involves, to some extent, the mental condition of being willing to work, availability for employment is in many cases difficult to determine. Benefit claims are filed at local employment offices in order to check availability and to place workers back in employment as promptly as possible. The real test of availability is the offer of a suitable job. In times like these when labor demand is high, jobs can be offered. As demand declines, the test grows more and more difficult of application. Employers knowing a particular ex-worker has no intention of seeking new employment should report this fact on the unemployment notice prepared at the time of the separation.

Information Needed from Employers

Fully cognizant of the need for employer cooperation and supplying of information, which only the employer can supply, the Administrator adopted Regulation 27 early in 1938. This regulation provides that employers must supply information regarding workers becoming unemployed, workers newly hired, and earnings of workers employed on a part-time basis.

The Unemployment Notice

Employers are required to file an unemployment notice (Form Conn. UC-16A) for each employee immediately upon termination of his employment. This form provides for reporting the worker's name, social security account number, date of unemployment, reason for unemployment, and certain information regarding the period of employment for merit rating purposes. The form is prepared in duplicate, one copy being given to the worker and one copy being forwarded to the main office of the Unemployment Compensation Division in Hartford. The form supplied to the worker constitutes his introduction to the local employment office when he files his claim for benefits. It establishes his unemployment and the reason for it. Employers reporting that the worker left his employment voluntarily or was discharged for willful misconduct in the course of his employment are contacted by the local office for complete details to determine whether a benefit disqualification is involved. At the same time, the worker's version of the circumstances surrounding the termination is secured. The two state-

ments are forwarded to Hartford for special attention. A special unit handles such disputed cases, and both parties are notified as to its decision. Either party may appeal this decision to one of the five commissioners located in Hartford, Bridgeport, New Haven, Waterbury, and Norwich. Further appeal may be carried to the Superior Court. As a further check, an employer whose merit rating account may be charged is notified as soon as the claim of his former employee is approved. Prompt action by the employer in advising the Administrator of a disqualification will prevent over-payments, and, incidentally, prevent erroneous charges to that employer's merit rating account.

The Accession Report

An employee accession report, (Form Conn. UC-6) is required from employers for each new employee

ASIDE from the employer's general interest in law enforcement and in protecting unemployment funds from illegal depletion, he has a definite stake in protecting his merit rating account from the results of benefit overpayments.

hired. Employee's name, address, social security account number, date hired, and the employer's name are the principal items secured from this report. As the accession reports are received in headquarters, active benefit claim files are examined to determine whether any of the newly hired workers is currently claiming unemployment benefits. Local offices are immediately notified of active claimants reported hired. If the claimant reappears at the local office to file another weekly claim, his unemployment status is questioned. Prompt submission of accession reports by employers is extremely valuable in preventing possible fraud, which is always more satisfactory than the alternative of punishing it.

The Low Earnings Report

The third report designed to prevent benefit over-payments is the employee low earnings report (Form Conn. UC-19). Employers are requested to supply this form only upon an employee's filing a claim for partial unemployment benefits. Generally, a worker is partially unemployed if his earnings are less than half his usual weekly amount. Benefits for partial unemployment are based upon the actual amount of earnings in relation to the benefit rate for total unemployment. The low earnings report is designed as a method of determining the actual amount of weekly earnings in order to pay the proper benefit amount.

The Employer's Interest—Reduced Rates

Aside from the employer's general interest in law enforcement and in protecting unemployment funds from illegal depletion, he has a definite stake in protecting his merit rating account from the results of benefit overpayments. Contribution rate reductions can mean a saving of as much as 1.2 percent of his pay roll expense to an employer securing the maximum reduction. Rate reductions, however, are based upon merit rating experience. Unless the unemployment fund contains the equivalent of the last two years' benefit payments, no rate reductions are granted. This means an employer should be interested in the total amount of benefits paid not only to his former employees but to all workers.

Furthermore, an employer should be particularly interested in benefit payments to his own workers. The number and amount of such payments are reflected in the rated amount of compensable separations charged to his merit rating account. Compensable separations in relation to pay rolls will determine the extent to which the employer will share in contribution rate reductions, first effective on pay rolls of July, 1941.

With the continued cooperation of the overwhelming majority of Connecticut employers, we are confident that we can keep up the very good record of Connecticut in the payment of benefits when due, and in the denial of benefits improperly claimed.

COULD WE DO BUSINESS WITH THE NAZIS?

By DOUGLAS MILLER

ASUMING that the totalitarian states win the war or at least maintain their present position in Europe, can we adjust ourselves to dealing with them? Fortune magazine held a poll on this question among business executives. Two-thirds of them replied "Yes".

The mere fact that we do not approve of the European dictators, these men argued, need not stop us from satisfactory trade relations with them. True, but a question deeper than our feelings and prejudices remains to be settled: Can we do business with Hitler and maintain our free economic system? To answer this, let us examine the trade methods the Nazis would apply to us.

A totalitarian Europe would operate its economy through highly organized, centralized control. We should not be able to negotiate agreements with individual firms over there. Everything would be routed through a government agency. This is an essential part of totalitarian economic practice. We should have to operate under the regulations laid down by dictators famous for insistence on their own way. The Nazis believe in 100 percent or nothing—and 100 percent for them and nothing for us would be the usual arrangement.

I well remember how American firms who completed business negotiations through the Nazi government up to last year were compelled to ship their goods on German ships, use German insurance companies, make a contract enforceable under German law and in German courts, provide at their own expense for German inspectors who came to this country in advance of shipments. The Nazis even insisted that contracts made with German firms should carry a printed clause to the effect that "This contract is made under National Socialist principles." No American knew what National Socialist principles were, and we were never able to find out in advance. In practice, however, this meant that the American firm was strictly bound to the contract but that the Germans were able to get out of it any time by quoting such versions of National Socialist principles as they cared to apply at the moment.

Editor's Note. This article is a condensation of an address delivered recently before the Institute of World Affairs by the author who spent 15 years as commercial attaché at Berlin and who is now a professor at the University of Denver. Agreeing with the editors of the Reader's Digest as to the importance of Professor Miller's observations, Connecticut Industry secured permission to present their condensed version of them in this issue.

We must get this straight once and for all: there is no such thing as having purely economic relations with the totalitarian states. Every business deal carries with it political, military, social, propaganda implications.

About three years ago Goebbels' ministry of propaganda arranged for the president of the German Film Chamber to visit my office to discuss

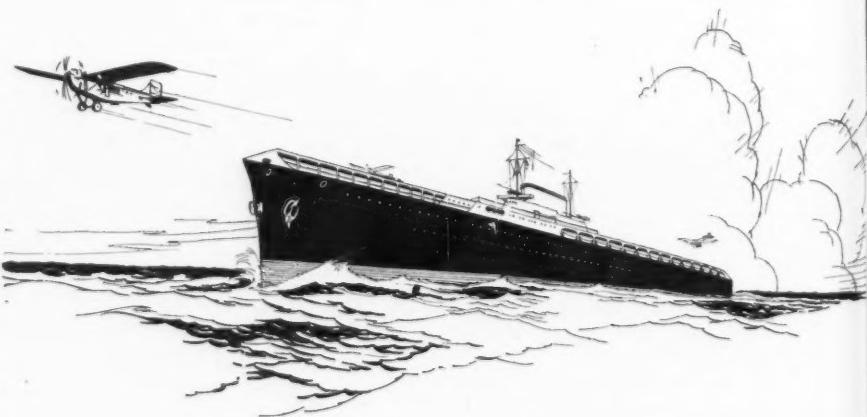
WE MUST GET this straight once and for all: there is no such thing as having purely economic relations with the totalitarian states. Every business deal carries with it political, military, social, propaganda implications.

an exchange of motion pictures. The propaganda ministry proposed that American companies bring their productions into Germany, sell pictures for what they could get, and take out their profit without restrictions. In return, Goebbels demanded the right

to one-quarter of the playing time of the largest picture theater in each of our 25 largest cities for pictures sent over by the ministry of propaganda. I found it impossible to convince the propaganda ministry that the United States government had no power to compel theater owners to display any particular pictures.

An American government official can easily turn down such a proposal, but can we allow private firms to enter into such negotiations with a foreign minister of propaganda? What such ties may mean can be seen from the present setup of our newsreel companies in Germany. In order to secure pictures of the Nazi leaders and of German troops in action, our companies must agree to distribute German propaganda through their newsreel releases in South America without changing one word or one foot of film. This arrangement is a business deal on our side, but the Nazis use it for political and military purposes.

Some time after my experience in the film transaction, Dr. Goebbels approached another American official in Berlin with a proposal for a better understanding regarding newspaper publicity and radio broadcasting. He was



pained by insults offered to the Führer in the American press and radio broadcasts. To show his good will he proposed to our embassy that we select some Nazi journalist or radio broadcaster whom we disliked. As a friendly gesture, Dr. Goebbels promised that he would arrest the offending Nazi within 24 hours and give him just the

IT IS AN ILLUSION to suppose that after the war we could get rid of our surplus agricultural commodities to a totalitarian Europe on any advantageous basis. Any products of which we had a surplus would be just the product they would not buy. For example, in the last few years the Germans put a maximum price of six cents per pound on United States cotton while at the same time they were buying cotton of inferior quality from Latin America, Africa, and Asia at nine to ten cents per pound.

sort of punishment we suggested. "Now why can't we have the same sort of friendly cooperation on the part of the American government?" said he. Such incidents illustrate how difficult it would be to come to an understanding with the totalitarians.

Now this was before the war broke out, and the Nazis thought they were treating us well. We were really being given special consideration. To imagine the sort of treatment we would get from the victorious Germany, examine the methods they use in dealing with Sweden, Switzerland, and other weaker countries. A Swedish firm which sells goods to Germany often is called upon to submit a complete list of its employees. These names are checked against reports from Nazi undercover agents in Sweden, and all persons whom the Nazis consider undesirable must be fired. Otherwise the firm cannot continue to sell to Germany. Such a Swedish firm must also submit details regarding advertising accounts and promise to drop all advertising in newspapers which have carried anti-Hitler news. How could we maintain our freedom if individual American firms were compelled to dis-

charge employees in order to win trading concessions in Europe?

What the Nazis really hope to do here is to play one section of our country against the other. A German foreign office official opened his heart to me thus: "Instead of the United States we would like to deal with different areas, treating them as separate countries. We would not do much business with the country of New York, but we would buy cotton from the country of New Orleans and sell finished goods. We would buy fruit and lumber from the country of San Francisco and sell manufactured goods. We would buy packing-house and agricultural products from Chicago in exchange for our manufactured goods." You see what the Nazis really would like: to unify Europe and divide America.



It is an illusion to suppose that after the war we could get rid of our surplus agricultural commodities to a totalitarian Europe on any advantageous basis. Any products of which we had a surplus would be just the product they would not buy. For example, in the last few years the Germans put a maximum price of six cents per pound on United States cotton while at the same time they were buying cotton of inferior quality from Latin America, Africa, and Asia at nine to ten cents per pound. They did this to divert trade from this country and to put us in a more difficult trading position.

Nor could we expect to secure from Europe the products which we happened to want. We might find that all those items were on the verboten list. Recently the Nazis have not been willing to sell us what we wanted to

buy in the way of scientific instruments, Diesel engines, and certain types of factory installations. On the other hand, they set up a list of 253 special items—largely small handmade things like Christmas tree ornaments and novelty goods—that we could buy, provided they were paid for in dollars and not in marks.

In pre-war business with Germany there were always three parties to any business arrangement: the American firm, the Germans who were interested in the commodities in question, and the German government which made all the rules and had the last word. In large-scale transactions after the war, we would have to have four parties for every deal, adding a representative of the United States government to protect the interests of the American people. We would have to put all our foreign trade on a license basis and require an official permit from Washington before any deal was concluded. We should not welcome a situation of this kind with its extension of federal bureaucracy.

Let us never forget that the existence of a democratic, Christian, civilized society in the Western Hemisphere represents a persistent threat to the success of the totalitarian states. We can never be entirely safe so long as Hitler thrives. But neither can

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Hitler feel safe so long as we remain unconquered. There is no possibility of permanent peace until one or the other gives way.

Printing can Help Defense

INCREASED employment has emphasized the importance of employer-employee relationships.

An employee house organ, an annual employees' report and a methods and policy handbook can promote among employees a more intelligent comprehension of the job that must be done. Comprehension generally means co-operation.

We have prepared portfolios on these subjects which will help you secure employee co-operation.

Our representatives will show them to you on request. You incur no obligations by asking.

**The Case, Lockwood & Brainard Co.
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What Is Americanism?

By FULTON OURSLER

Editor-in-Chief, McFadden Publications

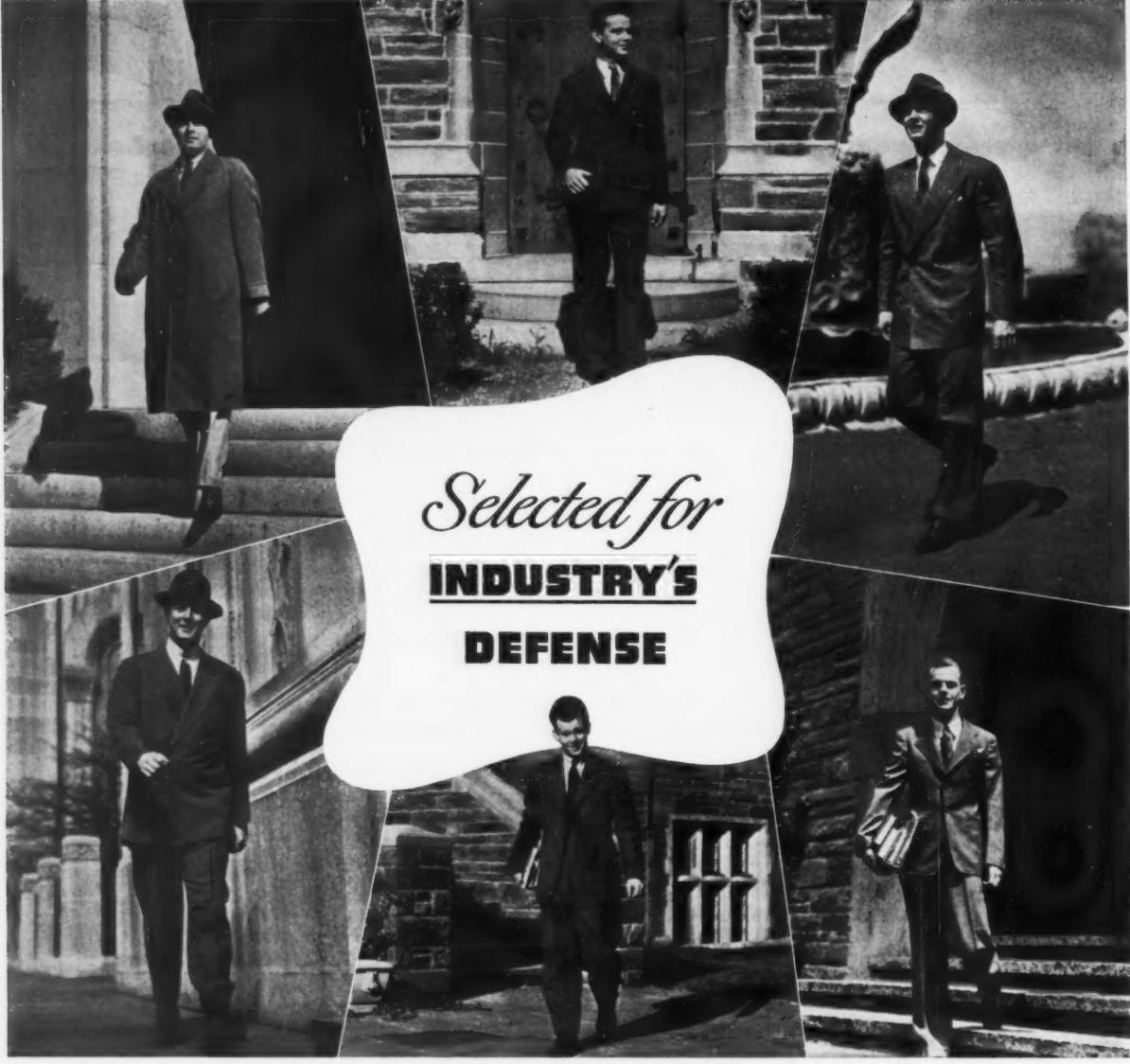
TO me, Americanism is the spirit of freedom at work in organized self-government. It is a way of life, a free experimental process in democracy. By trial and error, free men and women who live in and under Americanism make their own laws and unmake them. They choose their leaders and they change them frequently in the hope of finding better ones. By this system, they open the door to many abuses. They are often deceived and betrayed, and they are exploited, robbed and cheated; nevertheless, they have, under this imperfect system, a greater people, a happier people, and a more prosperous people than any other nation that ever lived under any system on this earth.

Americanism is the sovereign voice of public opinion, greater than government, ruling the people only because the people rule.

Americanism began with the Declaration of Independence in which it was declared that "all men are created equal, having certain inalienable rights . . . Life, Liberty and the pursuit of Happiness." This was the birth certificate of Americanism. Its baptism was in the blood of our Continental soldiers. The certificate of that baptism is the Constitution of the United States and the Bill of Rights. This was the charter of a free people, adult enough, responsible enough to have and to enjoy, the right to a trial by jury; the right of habeas corpus; the right to be secure in their persons and homes with no search except by court warrant; the right to stand out of doors and say to all the world whatever one pleases to say—which is free speech; and the willingness to answer in the courts for what one has said—which is the responsibility of free speech; the right and responsibility of a free press; the right to peaceable assembly and petition; and the right to worship God as conscience and only conscience directs.

Above all, Americanism is the spirit of men and women great enough to laugh at themselves and their leaders if need be. We are free people with a sense of humor. With a decent respect for all our brothers, we stand in awe of no government officer or office; in awe of no king or conqueror; in awe of nothing human; in awe only of the Lord God Almighty, Who planted this instinct for freedom in our hearts.

Americanism is the spirit of a new people, fusing many old peoples into a new national championship, a brotherhood which will never be cancelled, whether by men or by a system of men. We have tasted its freedom and we know that it is sweet. God helping us, we shall never give it up.



Selected for
INDUSTRY'S
DEFENSE

Again many young men . . . from graduating classes of leading colleges and universities . . . have been selected to train for a career in representing the American company that first offered liability insurance to business firms — American Mutual.

Each summer, several dozen young men undergo supervised training, preparatory to many months of field work under experienced insurance consultants. Those who succeed in passing a most rigid test will ultimately become servants of our policyholders. This year, more than ever before, they face an important responsibility — that of learning how best to defend American Industry against the costs and delays that accidents cause.

LESSONS IN SERVING AMERICAN INDUSTRY

Meanwhile, they are learning what *mutuality* means. That American Mutual is mutual in every sense — owned by its policyholders, operated for its policyholders, to save them on insurance costs and accident losses.

They are learning the importance of giving a business man a constructive insurance *plan*. Because they will be on salary, will offer practically all liability lines, their counsel will be unbiased, comprehensive.

They are learning, too, other aspects of American Mutual's service . . . the 20% policyholder dividend that has always been returned as a share of earnings . . . accident-prevention aid by experts on industrial safety and

property protection . . . nationwide claim service including specialized doctors for workmen's compensation cases . . . publications which crystallize American Mutual's ever-broadening efforts to *make all work safe*.

Among these publications is *American Mutual Magazine*, source of valuable information on loss prevention in business and industry. Write for a free copy to Department Q3, 142 Berkeley Street, Boston, Mass.

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NEWS FORUM

Acquisitions

PLANS WERE NEARING completion April 16 for organization of a corporation to be known as the Barth Manufacturing Corporation to manufacture tools and machinery at the factory formerly occupied by Thompson Drop Forge Company of Southington. The proposed capital stock is \$50,000, with \$10,000 to be paid in. The incorporators are Edward G. Hackborth and Mrs. Alice Hackborth of Plantsville, and William H. Grinold of Wallingford. Mr. Hackborth recently resigned from the Peck, Stow and Wilcox Company of which he was director, vice president and assistant treasurer.

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H. A. WEST AND COMPANY, manufacturers of hand woven fabrics, is expected to locate soon in a mill in Staffordville. Herbert A. West, Sr., formerly with the M. J. Mack Corporation, which conducted a plant in the Warren Woolen Mill on Furnace Avenue, Staffordville, for 12 years until 1939, is an official of the plant. More recently Mr. West has been connected with the Kentucky Loom Company of Louisville, Kentucky.

Calendar

THE WINSTED MANUFACTURERS ASSOCIATION at its March meeting at the Winsted Club reelected President Harry E. Norton; Vice President John E. Lynch; Secretary and Treasurer Theodore Vaill; Executive Committee, Walter V. Davey, Othneil G. Williams, and Albert E. Radcliffe.

PROBLEMS of the Wage and Hour Law were discussed at a joint dinner meeting of the Greenwich Chapter of the National Association of Cost Accountants, the Manufacturers Council of Stamford and the Stamford Chamber of Commerce late in March. Miss Helen Cottrell of the New York Office of the Wage and Hour Division substituted as a speaker in the absence of Atty. Joseph E. O'Grady of the U. S. Department of Labor. The evening program was in charge of Jasper J. Jenkins, the chairman of the program committee.

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THE THIRTY-THIRD ANNUAL CONFERENCE of the Special Libraries Association will meet at the Hotel Bond, Hartford, on June 16 to 19, to discuss new policies and techniques, to exchange practical information, and to discover ways and means of becoming more effective and flexible to service the "world of tomorrow". "New pressure changes in the relations of government to business", Miss Betty Barrett, publicity chairman for the June meeting of the Association, points out, "plus changes due to more vocal public opinion and demands made by consumers and employees as well as a host of other factors all combine to create great problems for organizations and particularly for librarians." Miss Barrett also observed, "In the forward march for a successful defense program, these problems must be met by intelligent action in mobilizing research tools and research personnel".

One of the most interesting features in the abundant program is the debate for and by business men on "Resolved: That A Library Is A Necess-

sary Asset" which takes place Monday evening, June 16, and is open to the public. The debaters will include four executives from companies which maintain libraries and four that do not. Sidney H. Whipple, local manager of Retail Credit Company, will preside. Norman C. Firth, managing editor of Dun's Review, Dun and Bradstreet, New York; Henry Madden, personnel director of American Brass Company, Waterbury; James F. Leonard, investment counselor, Buell & Company, Hartford; and H. Viggo Anderson, Sunday editor of Hartford Courant are among the participants.

Discussion and questions from the floor will follow the debate.

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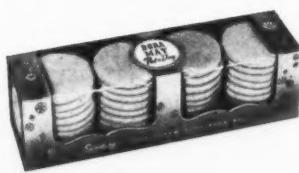
AT THE APRIL MEETING of the Southington-Plainville Foremen's club, Clifford Talmadge of Beaton and Corbin Manufacturing Company of Southington, was elected president. Other officers elected were: Edward E. Johns of the Marlin-Rockwell Corporation, Plainville; vice president; Howard Linke of the Peck, Stow and Wilcox Company, Southington, secretary; and William Cook of the Plainville Castings Company, treasurer.

Dr. Alonso G. Grace, state commissioner of education, spoke on "Training for the Work of the World".

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A STATE-WIDE SAFETY COUNCIL which will feature a wide range of first-aid contests, will be held at the University of Connecticut, June 13 and 14 under the sponsorship of the Connecticut Chamber of Commerce, State Safety Commission and the University of Connecticut.

DORA MAY Pat a Day



... in a snappy little pink and green printed window container with a SLIDING TRAY that milady pushes out, takes a powder pat, and then pushes back—thus keeping remaining pats dust free and sanitary.

The striking merchandising value of this container won for it an award in the 1940 Five and Ten Packaging Contest sponsored by the Syndicate Store Merchandiser. For new IDEAS call on Robertson.

**ROBERTSON
PAPER BOX COMPANY
MONTVILLE, CONN.
NEW YORK OFFICE
420LEXINGTON
AVENUE**

Professor S. Willard Price, general chairman, and inspector Ralph J. Buckley of the State Police Department is chairman of the first-aid contest committee which is now arranging special events. Cooperating closely with this committee is Corporal Vincent J. Brookes of the New Jersey State Police who has conducted similar contests for a number of years in his own state. Other members of the contest committee include the following: Dr. Edward H. Crosby, Hartford; Dr. Charles Prohaska, state board of education; Burke Smith, department of motor vehicles; Raymond Valade, state highway department; Nelson Sly, Boy Scouts of America, Hartford; Myles Illingworth, Connecticut Motor Truck Association, Hartford; Superintendent Charles Wheeler, Bridgeport police department; Superintendent William Roach, Waterbury police department; Sergeant Leo J. Mulcahy, Connecticut State Police; Captain Charles H. Brundage, President, Connecticut State Firemen's Association, New Haven; Fire Marshall Daniel Lahey, Waterbury; Thomas J. Flanagan, welfare supervisor, Connecticut Light and Power Company, Waterbury; A. E. Whitehill, Connecticut Manufacturers Association, Hartford.

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THE NEW HAVEN CHAPTER of the National Association of Cost Accountants meeting to be held at the Y. W. C. A. ballroom in the evening of May 27 will feature an informal Panel Discussion and Accounting Quiz on practically any problem pertaining to accounting. Wallace C. Hutton, Vice President and Treasurer of the Seamless Rubber Company, will act as leader of this Forum meeting. The meeting will be preceded by dinner at 6:30 p. m. Reservations should be sent to L. W. Cole, c/o Echlin Manufacturing Company, 220 East Street, New Haven.

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HOWARD L. ELLIOTT was elected president of the Meriden Foremen's Club at its annual meeting held in the Y. M. C. A. auditorium April 8. Other officers elected were, vice-president, Walter Harris, International Silver Company "T"; secretary, Arthur L. Barber, Y. M. C. A.; treasurer, Otis Smith, R. Wallace and Sons Company, Wallingford; directors, Leo Barre, Chandler-Evans Company, Charles Brielman, Cuno Engineering

Company, Harold Holmes, Packer Machine Company, David Pryde, H. L. Judd Company, Wallingford, Hugh Smith, New Departure Company, and ex-officio, past President Howard Hafner, Connecticut Telephone and Electric Company.

Doctor W. S. Larson, vice-president of the American Cyanamid Company and Lieut. Commander Schilling, first man ever to be rescued from a submarine by a diving bell, were the two speakers.

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RESEARCH DAY FOR 1941 will be celebrated in Connecticut for the fourth consecutive year at Connecticut University, May 16th. The program, which will accent the absolute necessity for research to develop peacetime products for post-war production, will also demonstrate how the resources of the engineering department of the University may be further utilized to assist both large and small manufacturers with their research problems.

Starting with registration between 2:30 and 3:00 P. M. the Research Day Meeting will include features as follows:

1. 3:00-3:30 P. M.—"The Value of Research from the Banker's Point of View," by L. E. Shippee, Executive Vice-President, Hartford-Connecticut Trust Company, Hartford, Connecticut.

2. 3:30-4:00 P. M.—"A Business Man's Viewpoint on Research," by Franklin R. Hoadley, President, The Atwood Machine Company, Stonington, Connecticut.

3. 4:00-4:30 P. M.—"Research, Today's Sole Safe Investment," by William Haynes, Chemical Economist, North Stonington, Connecticut.

4. 4:30-5:00 P. M.—Discussion Forum (Questions from the floor on any research problems are permitted.)

5. 5:00-6:00 P. M.—Inspection of Laboratory and Research Facilities.

6. 6:30-8:00 P. M.—Banquet.

7. 8:00-8:50 P. M.—Illustrated lecture. Title "From Laboratory to Production—The Practical Application of Research", by E. F. Lee, Research Engineer, General Electric Company, Schenectady, New York.

Eugene G. Blackford, President, Connecticut Bankers Association and President of the Greenwich Trust Company, is to be the toastmaster for the afternoon session, and Doctor Albert N. Jorgensen, President of

Connecticut University, will preside at the evening session. Honorary chairman is Francis S. Murphy, Chairman of Connecticut Division, New England Council. Honorary Vice Chairmen are: Eugene G. Blackford, President Conn. Bankers Assn. and President Greenwich Trust Company; E. Kent Hubbard, President, Manufacturers' Assn. of Conn.; Albert N. Jorgensen, President, University of Conn.; and Charles E. Rolfe, Chairman Conn. Development Committee. R. G. Warner, Engineer for the United Illuminating Company and former professor in the Yale Engineering School, is Chairman of the Executive Committee in charge of preparing this year's program. Professor C. C. Furnas, of Yale University is Chairman of the Program Committee. L. M. Bingham, of the Association, is Secretary. Other members of the executive committee include Kenneth P. Gregg, Technical Director, Connecticut Development Commission; Graham R. Treadway, Assistant Treasurer, Hartford-Connecticut Trust Company; J. H. Lampe, Dean of Engineering School, Connecticut University; W. K. Simpson, Connecticut Technical Council Representative, Waterbury; D. H. Heminway, First National Bank, New Haven. The sponsors of this event are New England Council, Connecticut Bankers Assn., Connecticut Development Committee and Manufacturers' Assn. of Connecticut, and the host is the University of Connecticut. Agencies cooperating with the sponsors in promoting attendance are Connecticut Tech. Council, Connecticut Chamber of Commerce, Conn. Department of Education, Local Chambers of Commerce, and Local Manufacturers and Employers Groups.

REGISTRATIONS should be sent to Dean Lampe, Connecticut University, Storrs. Registration fee is 50¢ and \$1.25 for the dinner.

Celebrations

ROBERTSON PAPER BOX COMPANY, INC., of Montville, Connecticut held its fourth winter party in the New London Y. M. C. A., Saturday, March 22. The program included presentation of service buttons; women's bowling, men's indoor baseball; men's bowling; women's indoor baseball and dancing. One of the main events of the evening was a delicious turkey dinner.

Those receiving service pins were as follows: 40 years' service, James B. McFarlane; 20 years' service, Ralph A. Powers and Edward J. Bonville; 15 years' service, Albert Taylor, Isaac Frank, Louis Manville, Sherwood Joynt, James Sarayusa, Fred Zinck, Charles Allen, Walter Ywarsky, Harold Stevens and Robert L. Page. Ten years' service, Anna Bellucii, Nicholas Fanizzi, Alex Wielachowski, Leo Manville, Olga Everett, Frank Pachiodo, Ethel Rice, Walter McFarlane, Walter Church, Stanley Mrowka, Amos Jesmer, Fred Marsh and Donald Gero. Five years' service, Joseph La Vallie, George N. Wood, Sr. and James A. Hill.

Those winning prizes in the bowling contest were: Women's bowling—First prize, Mrs. Fred Marsh and Miss Elizabeth Boska; second, Mrs. Harry Bell and Miss Ann Hudyma; team prize, Mrs. Marsh, captain. Men's bowling—First prize, Fred Marsh, and Harry Bell; second, Joseph Mrowka and Stanley Kobelski; team captain, Norman Rioux.

Defense

A DEFENSE COORDINATING COMMITTEE for Stamford was announced late in March by Harold Camp, Chairman of the Stamford Manufacturers Council of the Stamford Chamber of Commerce. The Committee includes C. E. Stevens of Electrolux, Inc., as Chairman; C. B. Malone of the Norma-Hoffmann Bearings Corporation, Vice-Chairman; Peter Sivertsen, Globe Slicing Machine

Company; J. H. Pratt, Jr., Pitney-Bowes Postage Meter Company; and E. G. Kingsbury, Secretary of the Council and of the Stamford Chamber of Commerce. The Coordinating Committee will function through the Stamford Chamber to facilitate the placing of sub-contractors for defense material to local industries. It is understood that prime contractors will be contacted and that manufacturing facilities available in Stamford will be placed before key executives for their consideration.

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REPRESENTATIVES OF MORE THAN 100 Civic Organizations of Danbury and Bethel met during the last week of March and formulated plans for the Civilian Defense Institute of Danbury as directed by the unanimous vote of the Danbury Defense Committee headed by George Howell. Later in the same week, on March 27, the first term course of 13 weeks was inaugurated in which the fundamentals of Civilian Defense against air attacks are being taught by Dr. H. Mayer-Daxlanden, an American citizen born in Switzerland, a veteran in Red Cross service in the last war, and who has just returned from Europe where he studied air-defense methods as they have developed in Great Britain, Germany and Italy. Dr. Mayer-Daxlanden who is giving a similar course in New York City under the sponsorship of the American Defenders of Freedom was loaned by the latter organization to the Civilian Defense Institute of Danbury.

Commenting on the purpose of the Institute, Donald Tweedy, Chairman of the sub-committee of the Danbury Defense Committee, said, in part: ". . . The principal reason for the immediate study of civilian defense is not that we face the likelihood of an imminent attack by a hostile power, though if Britain should fail to hold out, our chances of escape would be cancelled. The principal reason for systematic and complete organization for civilian defense is to keep us awake and alert in a time when other countries have suffered complete political ruin because they could not and would not believe they were in any real danger. Civilian defense organization can be the positive and ringing answer of Americans to those who are working and arguing in the hope that America will be paralyzed by internal dissension. It is insurance against the disaster that is planned for us by subversive agents. It will not do merely to leave such agents to the police. We must be as fool-proof against anti-democratic propaganda as against bombs. We are threatened morally and we must arm morally. . .

"It is going to take time, perhaps very valuable time, to train the 25 thousand people of Danbury and Bethel to act in concert during an air raid. That raid is hypothetical now, and perhaps we have sufficient time. Should the Nazi invasion of the British Isles and Ireland take place next week or next month, our people will be demanding to know why systematic instruction in public defense has not been started."

EXPERIENCED HELP

The Worden Company is effectively organized to give New England firms real help. Our staff of over fifty trained analysts and engineers is ready to give you such particular assistance as you may require. These men know how to get things done. They have already solved at sometime or other almost every difficulty that management is faced with today. It is usually only a matter of recognizing the problem and deciding which of several proved solutions to apply for speediest and best results.

These men are available for a single project that may only involve a day's or a week's work, or for more complete and lengthy jobs. And they can be on your job quick. All you have to do is telephone our Boston headquarters.

You should write for our booklet "What We Do and How We Work"

The WORDEN COMPANY
MANAGEMENT ENGINEERS
STATLER BUILDING BOSTON, MASSACHUSETTS
"Our 10th year of leadership"

EARLY ENACTMENT of Governor Robert A. Hurley's bill for a defense council with a full time administrator was urged at a hearing on March 28 by nearly a dozen persons representing various organizations. Among them were included Eric Foster Storm, Director of the state legion's national defense commission; Representative Nicholas L. Rogers, Democrat, of Canaan; Alpheus Winter, Manager of the Manufacturers Association of the City of Bridgeport; Deputy Secretary of State Margaret E. Connors, representing the American Association of University Women; Charles E. Rolfe, Chairman of the State Development Commission; A. Ward Spaulding, head of the State Grange; Aubrey Maddock, Hartford real estate dealer; and C. L. Eyanson, representing the Manufacturers Association of Connecticut.

Died

GEORGE B. PICKOP, 65, vice president of the New Haven Vibrator Company, which he founded in 1915, died after a long illness, Friday, at his Daytona Beach, Florida, winter home.

A native of Terryville, Mr. Pickop moved to New Haven in 1916 from New Britain, where he was associated with the American Hardware Company and the Stanley Works. He was a former member of the New Britain City Council and served two terms as an alderman. During the administration of former Governor Wilbur L. Cross, he was a member of the State Commission on Rivers, Harbors and Bridges.

Besides his widow, Mr. Pickop leaves two daughters, three sisters, and a brother.

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GEORGE HAYES VARNEY, cashier and paymaster at the Underwood-Elliott-Fisher Company in Hartford for 34 years, died early in April at his home, 96 Newport Avenue, West Hartford.

Born in Barrington, New Hampshire, February 25, 1875, son of the late Freeman and Mary Varney, he later graduated from the Austin Cate Academy at Barrington, N. H. He was a charter member of the Columbia Lodge, IOOF of Portland, Maine and secretary of the Mutual Benefit Association of the Underwood Company. He

was also a member of the Underwood Men's Club.

He leaves his wife, Mrs. Ada Beals Varney of West Hartford and two nephews, Myron F. Varney of Portsmouth, N. H. and Carol R. Varney of Hartford. Active and honorary bearers included a long list of his associates at Underwood. The active bearers were: L. P. Davis, E. A. Johnson, G. E. Smith, N. S. Locke, F. H. Lowe and R. C. Holmes.

Honorary bearers were: C. Beazanson, Dr. E. P. Case, C. B. Clark, F. U. Conard, J. Cooper, R. D. Currie, W. A. Dudley, R. M. Eames, H. C. Edgerton, W. R. Elliott, W. H. Fischer, H. C. Foulkes, G. Furnivall, G. H. Garsden, E. P. Gillane, W. S. House, C. O. Hult, W. H. Ingle, A. T. Larson, L. C. LeMay, S. P. Manseault, P. J. McIntee, W. B. O'Leary, C. S. Otis, J. P. Phelan, A. J. Rosenthal, V. F. Schneble, L. W. Sparks, E. A. Stowell, E. Thorell, E. E. Trerice, F. S. Walker, and C. Whitham.

Education

WORKING CLOSELY with the Connecticut State Apprenticeship Council, consisting of representatives of employers, employes and the public, are a dozen concerns in Connecticut who have recently signed articles of agreement to abide by the standards set up by the Council, and now have in training between 400 and 500 apprentices. Among the company's co-operating in this program are; United Aircraft Corporation, East Hartford; Remington Arms Co., Bridgeport; Manning, Maxwell and Moore, Inc., Bridgeport; Fafnir Bearing Co., New Britain; Union Hardware Co., Torrington; Hendey Machine Co., Torrington; Trumbull Electric Co., Plainville; Babcock Printing Press Corporation, New London; Producto Machine Co., Bridgeport; H. F. and M. Tool Company, New Haven; Manufacturers Association of Meriden; Manning-Bowman and Company of Meriden.

Exhibition

A COMMITTEE OF NINE citizens of Mystic and Stonington is preparing plans for the industrial exhibit which will open to the public at noon, Wednesday, June 4 at the Mystic art gallery for a period of one week. The

show will be devoted to a display of products of manufacturers located in Mystic, Stonington and Noank and may also include exhibits by retailers of these communities, with additional booths furnished by various scouting groups. It is expected that at least 20 exhibitors will participate.

Expansion

WORK STARTED ON APRIL 3rd on the construction of a new factory addition to the Pratt and Whitney Aircraft Division of United Aircraft Corporation which will cover approximately 500,000 square feet and will bring Pratt and Whitney total floor area to more than 2 million square feet. The new unit is expected to be completed early in August. Albert Kahn, Inc. of Detroit is the architect and the Turner Construction Company, the contractor.

In order to make room for the new addition, the two United Aircraft hangars on Rentschler Field adjoining the plant are being moved to new locations. On March 10 the Eichleay Corporation of Pittsburgh, Pa.—well-known building movers started work on moving the smaller of the two hangars.

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C. E. SHUNACK COMPANY, manufacturer of paper and wooden boxes of Meriden, whose former plant at the corner of Hanover and Randolph Avenues recently burned, purchased, on April 1, the two large remaining buildings of the former Bassick Company plant on Center Street, containing some 70,000 square feet of space. The company moved into its new quarters early in April.

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AIR PARTS, INC., of Bridgeport, operated by Captain Boris Sergievsky, which has recently occupied the fifth floor of the Jennings Building on Harrison Street is expected to expand shortly by either taking over other floors in the building or transferring its operations to the plant formerly occupied by the Saltex Looms on Kosuth Street. It is understood that the direction of expansion will be determined by the amount of the expense for running in power lines and making other structural changes as known. The company will do sub-contracting

work for the Vought-Sikorsky Division of the United Aircraft Corporation at Bridgeport, and for four or five other large plane manufacturers.

Honored

IN THE CONNECTICUT GENERAL ASSEMBLY it was recently resolved: "That the thanks of the General Assembly of the State of Connecticut are extended to George M. Williams, President of the Russell Manufacturing Company, of Middletown, for his significant and appropriate gift to each member of a facsimile of the original Bill of Rights" and further resolved that, ". . . the Clerks of the Senate and the House be instructed to cause a copy of this Resolution, signed by the President of the Senate and the Speaker of the House, to be suitably engrossed and forwarded to President Williams."

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REPRESENTATIVE J. GARVAN CAVANAUGH of Norwalk was honored by a House Resolution which, in effect, said: "That we use this means of expressing our appreciation and approval of the conduct of Representative J. Garvan Cavanaugh of Norwalk, a Lieutenant in the Field Artillery of the United States Army Reserve, who, upon being called to the colors, put his sense of duty to his country above his personal wishes and desires and waived his exemption due to his legislative membership."

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FOUR VETERAN WORKERS of the Bryant Electric Company, Bridgeport, subsidiary of the Westinghouse Electric and Manufacturing Company, were honored at a dinner held in early March at the company's recreation hall. These men are John E. Bronsord, with 40 years of service; Charles F. Ritchel, 50 years' service; Christopher L. Sundine, and Frank B. Downs, both with 40 years' service.

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JOHN E. FERGUSON, Works Manager of the Bridgeport Brass Company, was honored by fellow executives and employees at a testimonial dinner held in the Algonquin Club on March 21. A gold 10-year service pin was presented to Mr. Ferguson by Herbert W.

Jones, Vice President of the company, who said, "Many improvements have been made at the local plant since Mr. Ferguson has been with us; the quality of our products has been better and he has created a general feeling of good will among all our employees."

Mr. Ferguson was also credited with the improved efficiency and volume output of the plant caused in part through a new budget control plan he instigated.

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FOSTER P. WHITWORTH, newly appointed Works Manager of the Bullard Company who succeeds Thomas E. Dunn, was honored by more than 250 persons at a dinner in the Algonquin Club on March 27. Speakers included E. P. Bullard, President; E. C. Bullard, Vice President and General Manager; E. H. Haven, President of Hunter & Haven; George S. Hawley, President of the Manufacturers Association; Clifford B. Wilson; Frank R. Dedrick, President of the Bullard Foremen's Club, and Ross T. Phipps, Bullard Purchasing Agent, who was master of ceremonies. Mr. Whitworth has been Assistant Works Manager since 1928.

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DAVID MOXON, agent of the Willimantic Mills of the American Thread Company in Willimantic, was guest at a testimonial dinner in the Nathan Hale Hotel in early March on the occasion of his sixtieth birthday. The dinner was arranged by about 125 colleagues at the plant, including executives, foremen and assistant foremen. C. W. Hill, Production Manager, was toastmaster and the program was largely informal.

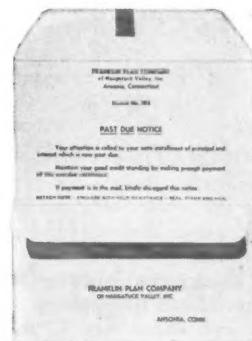
On behalf of the gathering, George W. Hickey, Assistant Production Manager, gave Mr. Moxon a set of golf clubs and bag.

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ARTHUR G. BALDWIN, master mechanic at Factory N, the Wilcox Silver Plate division of International Silver Company, Meriden, completed fifty years of service with that company on March 27 and was honored by many of his associates. Craig D. Munson, Vice President of the company presented Mr. Baldwin with a diamond-studded service button, with Fred M. Stevens, General Manager of

"CURTISEE MAILER"

. . . a new collection envelope that gets money from tardy accounts at low cost.



CURTIS 1000 INC.

342 Capitol Ave. Hartford, Conn.

Holloware, George H. Edwards, Secretary of the company, and Harry H. Mudgett, Manager of Factory N, assisting.

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WALTER R. WEEKS, designing engineer at the Bridgeport plant of General Electric Company, was the recipient of the Charles A. Coffin Foundation award made annually for outstanding contributions to the company and to the electrical arts. At a presentation ceremony held in the convention hall of the General Electric Institute, Mr. Weeks was cited by Hardage L. Andrews, Vice President of the company, for his design for a control device making possible the manufacture of a completely automatic vacuum coffee maker.

Industrial Relations

THE STANLEY WORKS' Mutual Benefit Association staged on March 6, one of the largest parties for employees and families ever held in the New Britain area. The party also constituted a dedication of the company's most recent addition to its plant. The new building covers one acre of ground and has two mezzanine floors, and is now occupied by the receiving room and the machine shop.

The south side of the huge building was given over to displaying products made by the many divisions of The Stanley Works, now completing its 98th year in the business of manufacturing wrought hardware. The north

side of the building included Safety and First Aid exhibits.

Mr. C. F. Bennett, who was recently named chairman of the board, gave an address of welcome followed by another address by Mr. B. S. Lewis, president of the Stanley Works Mutual Benefit Association.

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A COOPERATIVE PLAN to provide retirement-income for employees is to be the subject of a special meeting of the stockholders of United Aircraft Corporation, scheduled to be held at the company's office after press time, April 29th. If approved, the plan will go into effect May 1, giving to employees more than 30 years old who have had at least two years of continuous service, the benefits of the plan.

In his letter to stockholders, President E. E. Wilson said: "The plan is designed to supplement the benefits now provided by the Federal Social Security Act and it is believed that the retirement income to be provided by the plan, when added to the Federal Social Security benefits, will permit employees to retire on an adequate assured income." He indicated further that the board of directors of the corporation "unreservedly recommends" the plan for approval and adoption. It provides for a yearly retirement-income at age 60 for women and 65 for men, based on a percentage of the employee's salary or wage for each year that he participates in the plan. Its cost will be borne jointly by employees and the corporation, the company providing, at its own expense, a retirement-income for past service and for employees who are 55 years or more, and who have had ten years or more of continuous service. The cost of purchasing this past-service retirement-income to the company will amount to approximately \$1,200,000.

Personnel

E. BOSWORTH GRIER was appointed a member of the board of the Arrow-Hart & Hegeman Electric Company, Hartford, at the directors' meeting held in March. He fills the vacancy caused by his father's death. Mr. Grier has spent his entire business life with the company, having joined the Arrow Electric Company in 1918. He was elected secretary of the company in 1930 and is in charge of

patent matters, licenses, agreements and contracts.

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RICHARD E. PRITCHARD was made president and C. F. Bennett, Chairman of the Board of the Stanley Works in what is believed to be the largest single change in a factory executive set-up in New Britain industry. Five new vice presidents, a new assistant secretary, and two new directors were also elected at the annual meetings of directors and stockholders held late in March.

The new vice presidents are John C. Cairns, Patrick F. King, Lucius M. Knouse, Leon S. Howe and Ralph B. Britton. Maxwell A. Coe and Mr. Cairns are the newly-elected directors added to the board and E. E. Ogren is the new assistant secretary.

Mr. Bennett, the new chairman, has been not only prominent as an industrialist for many years, but has also had many varied interests including a strong devotion to several humanitarian and civic movements. He is president of the New Britain General Hospital, chairman of the municipal welfare board of New Britain; a director of the Hartford County Manufacturers Association; the New Britain Trust Company; North and Judd Mfg. Company, and has long been an active member of the New Britain Club, Shuttle Meadow Club and the Fishers Island Club.

Mr. Pritchard, the new president, who graduated from Dartmouth College in 1914, entered the employ of Stanley Works in the cost department in May of that year. Exactly three years later he entered the army and served overseas with the A. E. F. from April, 1918 to April, 1919 as first lieutenant in aviation headquarters. After the war, he returned to Stanley Works where he was made assistant treasurer on February 1923, and later elected vice president and director on February, 1929.

President Pritchard is a director of the New Britain National Bank, Hart and Cooley Company, Humason Mfg. Company, Manufacturers Association of Connecticut, New Britain General Hospital, New Britain Institute and of the Hartford County Manufacturers Association. He is a member of the advisory board, Hartford Ordnance District; State Advisory Council; Unemployment Compensation; and of the Dartmouth Alumni Council. He is also a former director and president of the New Britain Welfare

Association and of the Community Chest.

Mr. Coe has been connected with the Stanley Works plant for 34 years, since his graduation from the Massachusetts Institute of Technology in 1907. Three years later he was named department supervisor of the Stanley Rule and Level Company's plant at Roxton Pond, Quebec, and in 1919 was appointed superintendent of the Stanley plant at Newark, New Jersey. Returning to New Britain in 1922 he was made assistant to the general superintendent and in 1929 general manager of the Stanley Rule factory. He became vice president of the Stanley Works in 1933.

Mr. King entered the employ of the Stanley Works in 1900 as a shipping room worker. He became manager of the invoice department and later advanced rapidly to various other posts to become vice president.

Mr. Britton who has served as manager of the pressed steel division of the Stanley Works is widely known for his activities as commodore of the American Canoe Association.

Mr. Ogren, new assistant secretary, is a former president of the Hartford Credit Men's Association and has served the National Association of Credit Men as a committeeman.

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H. LEE MURPHY and GEORGE J. MACKLIN, formerly general manager and assistant general manager, respectively, of the Sager Lock Division of The Yale and Towne Manufacturing Company, Stamford, became president and vice president of the Eagle Lock Company of Terryville in March. Mr. Murphy succeeds Eliot Farley and George J. Macklin succeeds Rollin G. Plumb of New York as vice president. The Board of Directors also elected Preston Upham, vice president and director of the United-Carr Fastener Corporation of Cambridge, Mass., as a member of the board to represent a substantial amount of stock hitherto not represented.

A joint committee composed of Newton C. Brainard, President of The Case, Lockwood and Brainard Company, Hartford; Roy C. Wilcox, Executive Vice President of International Silver Company, Meriden; Eliot Farley, Rollin B. Plumb, and Royal Little, after studying reports of the company's auditors, and data supplied by the company itself reported at the board meeting that it was of the unanimous opinion:

1. That the company should not be liquidated.

2. That it was reasonable to anticipate that the operations of the company could be put upon a profitable basis.

3. That no distribution of the assets of the company should be made to shareholders by way of dividends or otherwise, until the company has completed its rehabilitation program and is operating profitably; that the company would need its liquid assets to make improvements in machinery and to finance increased sales. A substantial cash distribution would be contrary to the best interests of the company and its stockholders.

After making this report public, the board of directors made known their optimistic viewpoints regarding future operation of the company under the new management.

★ ★ ★

CLARK SILLIMAN JUDD of Watertown was recent elected president of the American Brass Company to succeed John A. Coe, Sr., who retired after being president of the company since 1920. Mr. Coe was elected chairman of the board.

Other officers named to fill existing vacancies included: Arthur H. Quigley, who succeeds the late Clifford F. Hollister as executive vice president; Edwin J. Rockwell, who takes over the positions of secretary and treasurer, also held by the late Mr. Hollister; W. Kenneth Daly, controller; Charles E. Steele, assistant secretary and John A. Coe, Jr., and Mr. Quigley, new members of the board of directors.

The vice president in charge of the Torrington and Waterbury branches is Elton S. Wayland who was elected at a previous meeting to fill the vacancy caused by the retirement of Frederick L. Braman.

Mr. Coe, who began his career in 1892 by serving a machinist's apprenticeship with the Guild & Garrison Company of New York, and who later left the Birmingham Brass Company of Shelton where he was secretary and treasurer to become sales manager of the American Brass Company, and later its president, has announced that he will continue to be active in the affairs of the company as chairman of the board.

Mr. Judd, the new president of the company, was born in Thomaston in 1880, graduating from Princeton in 1901, after which he entered the roll-

ing mill of the Coe Brass Company in Torrington as a mill hand. Later he became assistant foreman and in 1910 was transferred to Kenosha, Wisconsin plant as superintendent. Later he became vice president in charge of its Kenosha, Wisconsin plant and was made vice president in charge of manufacturing operations in Waterbury in 1929.

Mr. Quigley, new executive vice president also started his career with the Coe Brass Company in Torrington in 1902, and later served at the Kenosha and Toronto plants after which he became vice president in charge of the Detroit branch.

Mr. Rockwell has been serving as assistant secretary and treasurer; Mr. Daly, the new controller has been with the Anaconda Copper Mining Company as controller; Mr. Steele has been with the New York office of the American Brass, and John A. Coe, Jr. has been vice president in charge of sales.

★ ★ ★

IRVING C. SCHAEFER, for the past 12 years associated with the Frissell Fabric Company, and for the last five years as secretary, joined the Andover-Kent Company which recently occupied the former Remington-Rand plant in Middletown.

At this writing, it is understood, that the Andover-Kent Company is scheduled to start production during the latter part of April, and will employ approximately 400 men on each of two shifts when full production is reached.

It is understood that the company will produce shellheads for the British Government.

★ ★ ★

CHARLES M. GEARING, who for more than 35 years has been actively engaged in work for Connecticut industries including the Dunbar Spring Company in Bristol, New Departure Company in Meriden, and Bradley and Hubbard Mfg. Company in Meriden, was made vice president of the Charles Parker Company in March. Mr. Gearing will serve the Charles Parker Company in the capacity of mechanical engineer.

★ ★ ★

GEORGE H. EDWARDS, assistant secretary of the International Silver Company, Meriden, for the past several years, was elected secretary of the company at its recent annual meeting held at the company's offices in

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Jersey City, N. J. This office was formerly held by Roy C. Wilcox who is also executive vice president of the company. All other officers of the concern were re-elected as follows: President, Evarts C. Stevens; Executive Vice President, Roy C. Wilcox; Vice President, Craig D. Munson; Treasurer, Herbert J. Reeves; Comptroller and Assistant Treasurer, George L. Stringer; and Secretary, George H. Edwards.

★ ★ ★

RAYMOND BINGHAM, Assistant Purchasing Agent of International Silver Company, Meriden at the main office for several years, was recently appointed purchasing agent. Mr. Bingham has been connected with International for thirty-eight years, having served in various capacities during that time.

★ ★ ★

CHARLES W. TREMPER, who resigned last November as executive secretary of the Manufacturers Association of New Haven County was named in March by Mayor John W. Murphy of New Haven to fill a vacancy on the Board of Assessors in the City of New Haven. Besides being a member of the Board of Finance for the past 12 years, and executive secretary of the Manufacturers Association of New Haven County for 8 years, Mr. Tremper was formerly a partner in the firm of Tremper and Shields, machinists of New Haven, a concern which was liquidated some 8 years ago.

Mayor Murphy announced at the same time the appointment of Charles Oppe, treasurer of the G. & O. Manufacturing Company of New Haven, as a member of the Board of Finance to succeed Mr. Tremper.

★ ★ ★

HENRY ENO SAGE, member of the Hartford Law firm of Halloran and Sage, and Mortimer H. Camp, member of the New Britain Law firm of Kirkham, Camp, Williams and Richardson, were recently made directors of the Union Manufacturing Company of New Britain.

★ ★ ★

ALEXANDER H. d'ARCAMBAL, consulting metallurgical engineer and sales manager of the Small Tools Division of the Pratt and Whitney Division, Niles-Bement-Pond Company, was recently cited for outstanding achievement in chemical engineering at an Engineering Alumni Conference

at the University of Michigan. Mr. d'Arcambal graduated from the engineering school there in 1912. His citation reads:

"Member of the Engineering Class of 1912 and active as a metallurgical engineer for the Pratt & Whitney Company; continued scientific study and years of practical experience have made him an acknowledged authority upon gauges, tool steels and the production and utilization of tools."

Mr. d'Arcambal is president of the American Society of Tool Engineers and in 1932 was president of the American Society of Metals.

Pulse

HAROLD W. HARWELL was re-elected president of the Connecticut Telephone and Electric Corporation at the Annual Meeting of stockholders held April 8th in the company's offices on Britannia Street, Meriden. With the exception of one member of the board of directors, all the present officers were reelected.

Ernest C. Wilcox, who was a founder and partner of the late Burton L. Lawton, who established the company in 1894 for the purpose of manufacturing telephone instruments, was named a member of the board of directors to succeed Charles H. Cuno who resigned upon the expiration of his term, April 8.

★ ★ ★

AT THE MARCH MEETING of the Board of Directors for the Robertson Paper Box Company, Harry W. Schwartz, Production Manager, was made vice president in charge of production, and Edward J. Bonville, Sales Manager, was elected vice president in charge of sales. Both officers were newly-created. Mr. Schwartz has been with the company for seventeen years, and Mr. Bonville for twenty-two years.

Ralph A. Powers was re-elected president of the company for the twenty-first consecutive year. Philip L. Caldwell was re-elected vice president in charge of the New York office, and Robert L. Page was re-elected secretary and treasurer.

★ ★ ★

RAYBESTOS - MANHATTAN, INC. of Bridgeport is understood to have reached a volume of around

\$6,000,000 during its first quarter operations compared with approximately \$4,500,000 in the first three months of 1940. Net profits, according to Sumner Simpson, president, are expected to be \$1.00 per share during the first quarter after making allowance for existing taxes. The company is participating indirectly in the defense program since the construction of military trucks, tanks, airplanes, etc., creates an extra demand for the company's varied line of brake linings.

★ ★ ★

R. J. TOBIN, President of the Tilo Roofing Company, Inc., of Stratford recently reported consolidated net income of the company for 1940 was \$526,226, as compared with \$529,612 in the previous year. Provision for local, state and Federal taxes in 1940 totalled \$283,863, or an increase of \$58,871 over the \$224,992 provided for all taxes in 1939. After dividends on the company's \$1.40 convertible preferred stock, 1940 earnings on common stock amounted to \$1.08 per share compared with \$1.19 per share in 1938.

Sales of the company during 1940, including gross income from service fees on the operations of subsidiary finance companies, amounted to \$4,018,167. Current assets of the company as of December 31, 1940 amounted to \$2,886,955.

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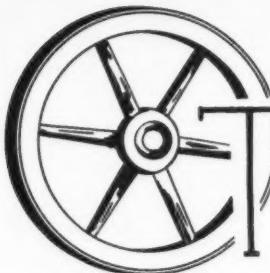
PROFITS OF McKESSON & ROBINS, INC. for 1940 were the highest ever reported in the company's history, net profits after deducting for Federal taxes, interest and reorganization expenses, being \$5,904,809.97. This compares with \$5,057,713.76 for 1939, the first full year of the trusteeship.

Stork

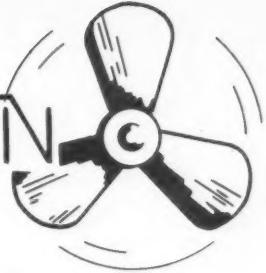
FARREL - BIRMINGHAM COMPANY of Ansonia recently completed and moved via the Rogers Sherman Transfer Company, a 68 ton bed for a massive stone crusher now being used by the Kingston Trap Rock Company of Kingston, New Jersey. This huge bed constituted one of the largest castings ever made at the Farrel-Birmingham Company's foundry.

The foundry started to mould the crusher bed on January 22 and allowed

(Continued on page 26)



TRANSPORTATION



By N. W. FORD, Manager

I.C.C. Decision in Ex Parte MC-9. The Commission on March 19 released a report in Ex Parte MC-9, In the Matter of Filing of Contracts by Contract Carriers by Motor Vehicle, in which it set aside its order of November 6, 1939 to the extent it requires the placing in its public files and making available for public inspection contracts of contract carriers by motor vehicle filed pursuant to its order of June 8, 1937.

Section 220 (a) of the Transportation Act of 1940 contains a specific prohibition against the Commission making public any contract between a contract carrier and a shipper, except as a part of the record in a formal proceeding where such action is consistent with the public interest and except where the contract appears not to conform to the carrier's published schedules. In the latter event, the Commission may make public such of the provisions of the contract as it considers necessary to disclose such failure and the extent thereof. Until

the passage of the Transportation Act of 1940, which became effective on September 18, 1940, Section 220 (a), in conjunction with Section 204 (f) of the Motor Carrier Act 1935, was construed as conferring upon the Commission the necessary authority to open to public inspection contracts of contract carriers filed with the Commission when it deemed such opening advisable in the public interest.

The Commission has stated: "We still have the authority, under section 220 (a) of the act, to require the carriers to file with us their contracts with the shippers, and we shall continue to require that the contracts be filed with us. The contracts will not, however, be available for public inspection, but will be kept in our confidential files."

★ ★ ★

Transport Board Named. Nominees for membership on the three-man Transportation Board authorized by the Transportation Act of 1940 have

been sent to the Senate by President Roosevelt. If the nominees are approved by the Senate, the Board will be composed of Wayne Coy of Indiana, Assistant Federal Security Administrator; Charles West, former member of Congress, and Nelson Lee Smith, Chairman of the New Hampshire Public Service Commission and former President of the National Association of Railway and Utility Commissioners. The Senate has already approved a fund of \$50,000 to defray the expenses of the Board's study.

★ ★ ★

New Cargo Mixing Rules Effective May 1. Intercoastal lines are filing their new cargo mixing rules to take effect on May 1. These new rules comply with the Maritime Commission's decision in Docket 514, which held that existing rules were unreasonable and should be no more liberal than necessary to meet transcontinental rail competition.

(Continued on page 21)



ON HER WAY!

30 intercoastal ports hear American-Hawaiian's whistles . . . know that they herald the most frequent schedule in the intercoastal trade.

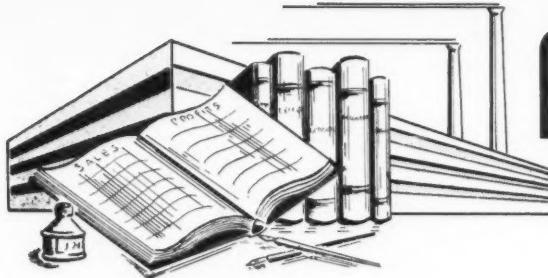
AMERICAN-HAWAIIAN
STEAMSHIP COMPANY

NO JOB TOO BIG YET



One of two hammerhead cranes taken down and erected again at the Boston Navy Yard. The counter-weight weighed 19 tons.

**THE ROGER SHERMAN
TRANSFER CO.**



Accounting Hints for MANAGEMENT

(Contributed by HARTFORD CHAPTER N.A.C.A.)

Internal Check. At a recent meeting of industrial accountants, Mr. Arnold Wolf, auditor of The Scovill Manufacturing Company, discussed the subject of internal control and checks.

When a concern has grown and developed to the point that its executives are unable to maintain personal knowledge and contact with what is going on, the necessity for other means of safety and protection become apparent. This necessity has been met by the adoption of various measures of internal control. The premise on which this expedient has been built is to plan and assign duties and function to different employees so that the work or records of one serves as a check or proof against another.

If properly organized, this arrangement will prevent many unintentional errors. Many irregularities and embezzlements have had their inception in innocent errors which went undetected?

A few outstanding illustrations will serve to demonstrate the operation and application of this expedient: A timekeeper or paymaster should not be permitted to pay off the employees; the handling of cash receipts should be delegated to an employee other than the one who keeps the customers' accounts. But the best possible system or routine will be of no avail for the establishment of efficiency or the prevention of dishonesty if its provisions are not observed or enforced.

To see that the system of internal control as set up is being followed is one of the aims of internal check or auditing. The person selected for this purpose should be independently constituted in the organization and have broad access to all persons and records. The tests should be applied unexpectedly and at unannounced points. It may involve the inspection of vouchers, independent verification of cash records, inquiry into purchase and sales records and practices, or

assume the actual distribution of payrolls. The internal auditors may also participate in the check-up of perpetual inventory records.

Another aspect usually embraced in the program is to require that employees be temporarily rotated or that both officers and employees be required to take vacations or otherwise absent themselves from their customary functions.

The internal audit staff has often been found useful and convenient for special organization assignments and investigations as to causes of cost fluctuation.

★ ★ ★

Open Forum: The final technical meeting of Hartford Chapter, N. A. C. A. will be held on Tuesday, May 20 at the Farmington Country Club. The meeting will be an open forum on accounting questions. Mr. Henry Knust, C. P. A. of Knust, Everett & Cambria, Hartford, a past president of the Chapter, will preside.

TRANSPORTATION (continued from page 19)

New England Motor Rate Bureau Elects Officers. At its annual meeting on April 2, 1941, Eugene L. Cassavant of Worcester, Massachusetts was elected President of the New England Motor Rate Bureau, Inc. to succeed R. S. Woodberry, retiring President.

Mr. Cassavant is President and Treasurer of the New York and Worcester Despatch, Inc., which transports general commodities between Worcester, Boston, New York and New Jersey. He has been in the trucking business for twenty-five years.

Other officers of the Bureau are: Vice-President, Samuel Derby; Treasurer, R. S. Woodberry; and Secretary, Ernest Pierce. Ralph H. Cahouet is Manager and General Counsel.

★ ★ ★

Bituminous Coal Act Extended. President Roosevelt has signed the bill

extending for two years the Bituminous Coal Act of 1937. The measure provides for continuing another two years beyond April 26 the act authorizing the fixing of minimum prices for soft coal.

★ ★ ★

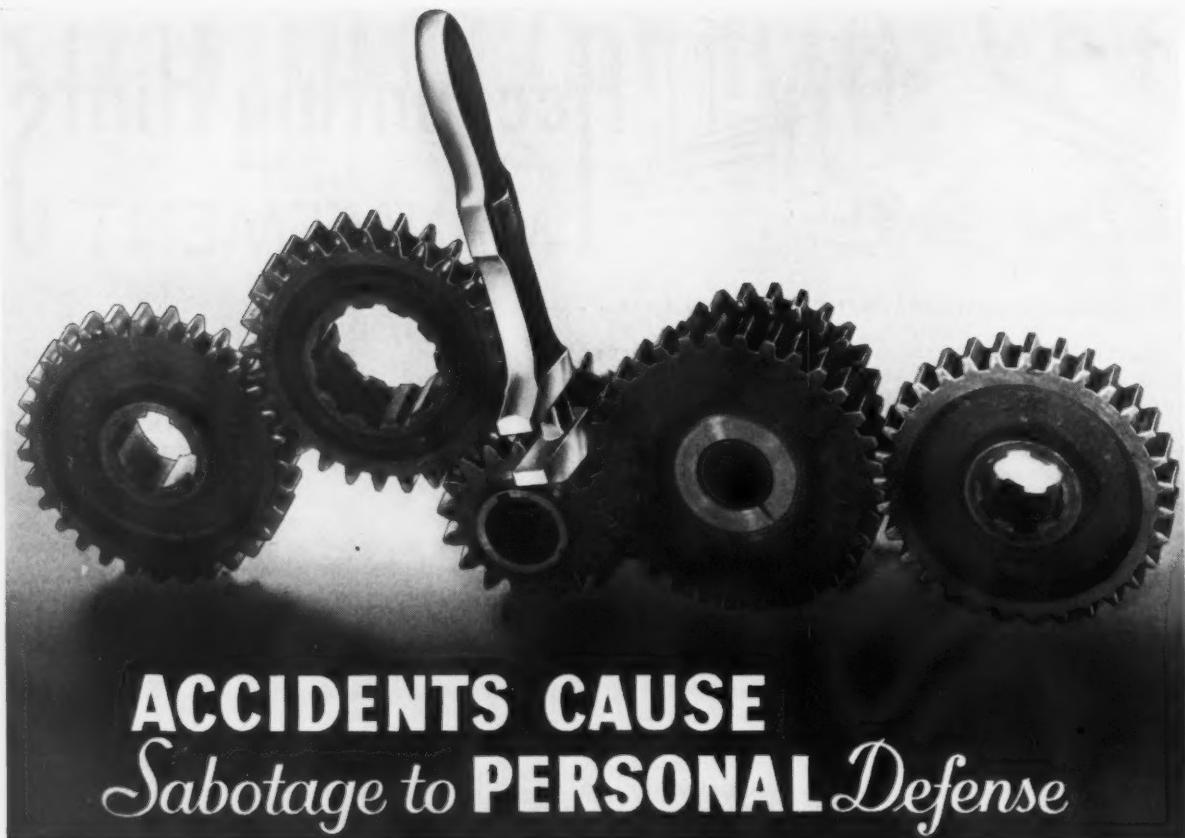
Shortage of Ships in Domestic Trades. A great deal of concern is felt among shippers because of the withdrawal of ships from the inter-coastal and coastwise trades and the subsequent transfer to the Atlantic trades. At the present time, the Maritime Commission, the Interstate Commerce Commission and the Defense Commission are gathering data on the problem being created by these transfers. Although only intercoastal shipping has been affected so far, it is predicted that much of the cargo nor-

mally carried in coastwise trade and on the Great Lakes will be transferred to the railroads, the trucks and pipe lines.

★ ★ ★

Court Denies ICC May Limit Commodities. Sharply curtailing the Interstate Commerce Commission's power to restrict the "grandfather" rights of irregular-route motor common carriers, the U. S. Court of the Western District of North Carolina has set aside an ICC order limiting such a carrier to transportation of specific commodities between specific points. The case was brought before the Carolina Freight Carriers Corporation of Cherryville, N. C. which sought an injunction to prevent enforcement of the ICC order.

(Continued on page 23)



ACCIDENTS CAUSE *Sabotage to PERSONAL Defense*

IN these days of intensified national defense, the utmost vigilance is necessary to prevent any interruption in the production of needed material.

The maintenance of *personal defense* is also a matter that should be given very serious consideration. Every precaution should be taken to *avoid accidents*, but even so they may occur, interrupting earning power and bringing with them many unexpected expenses.

Then the value of *full coverage* Accident insurance is most appreciated. For it alone will provide substitute income and meet the doctors', nurses' and hospital bills without depleting one's financial reserves.

Ask your local *Ætna-izer* to explain the many beneficial features of the *Ætna* Accident policy best suited to strengthen *your "personal defense"*.



ÆTNA LIFE INSURANCE COMPANY
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The Legiscope

By PAUL ADAMS



A "COOLING OFF PERIOD" is provided for in the new Vinson Strike-Limitation Bill (H. R. 4139) recently reported on favorably by the House Naval Affairs Committee. During the period the dispute goes to the Conciliation Service of the U. S. Department of Labor, and if that fails either side may take the controversy to the Defense Mediation Board which would have twenty days in which to attempt to solve the dispute. The total "cooling off period" would be twenty-five days. The Bill further proposes to freeze the existing status of union recognition. All workers in defense industries would be required to state under oath that they were not members of organizations advocating the overthrow of the Government, and employers in defense industries would be forbidden to hire workers who were members of such organizations.

WORKMEN'S COMPENSATION had to be paid in North Carolina to an employee who became disabled from tuberculosis, allegedly contracted from a fellow employee sitting at the same desk, on the ground that the contraction of the disease was an injury resulting from an accident. From the facts of the case, it appeared that the tubercular employee had coughed into the face of a fellow employee who was unable to protect himself because both of his hands were engaged in holding a tray. About two months later it developed that the latter employee had night sweats and sleepless nights and several weeks thereafter was found to be suffering from tuberculosis. It was claimed that the tubercular employee could have avoided the spread of the spray from the cough by placing a handkerchief or hand over his mouth. This overt, positive action, ruled the Supreme Court of North Carolina, was sufficient to satisfy the definition of accident under the state law since "injuries resulting from either wilful or negligent actions of a fellow employee constitute injuries by accident".

WORKMEN'S COMPENSATION under the Connecticut law was required to be paid in the following case recently decided by the Connecticut Supreme Court of Errors. An engineer, while waiting until a mixer was ready for him to start greasing, went to the boiler room and commenced washing a pair of overalls belonging to a fellow employee, which was not part of his duties as an engineer. While washing the overalls fire started in the boiler room and as a result of the fire the engineer was severely burned. The court ruled that the injury was compensable because it occurred within the period of employment and at a place where the plaintiff might reasonably be while fulfilling the duties of the employment and as a result of a risk incident to the employment, namely fire, occurring at the plant (*Iliff v. Norwalk Tire and Rubber Company*, 16 Atl. 2nd, 481).

THE LABOR BOARD'S DELAY in rendering a decision in connection with a back-pay order for about \$20,000 pay to eight employees for time lost during the two years and three months which elapsed before the board decided the case has received the sanction of the Circuit Court of Appeals for the Sixth Circuit (*Triple Screw Company v. N. L. R. B. CCA*, 6, Nos. 8725, 31441). In answer to the employer's complaint that he was unjustly penalized the court ruled that it was not within the purview of its power to grant the relief claimed since the National Labor Relations Act contains no time limit mandate to the board for rendering of its decision.

EMPLOYEES REPLACING STRIKERS are not entitled to vote in a labor board election to determine the representative of the "employees" for collective bargaining purposes (*In re Eastern Box Company*). This decision of the Board upheld the so-called "Sartorius Doctrine" originally advanced in the case of *A. Sartorius & Company*, decided in 1938, in which

it was held that individuals taking jobs made vacant by a current strike may not participate in the selection of the collective bargaining representative of the employees and that strikers continue to be employees of the employer within the meaning of the National Labor Relations Act so that their vote must be counted in determining the appropriate unit and the union membership therein. This is so regardless of the fact that the strike was not caused by any unfair labor practice of the employer. The reiteration of this rule by the Board, pending any action by the courts, amounts to an open invitation to unions to strike when they believe they have a majority of the employees, especially when it becomes apparent that the employer is increasing production and about to hire more employees who might be non-union or members of a rival union. The employees actually working would be barred from a voice in the selection of their representative for collective bargaining.

TRANSPORTATION

(Continued from page 21)

The carrier claimed "grandfather" rights to transport general commodities between all points in seven eastern and southeastern states over irregular routes. However, the ICC limited the firm to specific commodities which had been hauled "with a degree of regulation" during the "grandfather" period, with service restricted to points actually served both prior to and since the "grandfather" date.

The court found that: (1) limitation of the carrier's certificate to commodities hauled and points served on the "grandfather" date was "not warranted by statute and same constitutes error of law invalidating the order of the Commission; (2) the ICC ruling "ignores the common law duty of a common carrier and the essential character of holding out, and is so arbitrary and unreasonable as to transcend

(Continued on page 25)

•HINTS For EXPORTERS



By W. ADAM JOHNSON

Foreign Trade Committee Meeting. The May meeting of the Committee is to be held during National Foreign Trade Week on May 23rd at Hartford. As a special feature the Committee has secured Mr. Raymond E. Geist, Chief Commercial Affairs Division of the State Department at Washington, as the speaker. Export Managers and executives interested in foreign trade are invited to meet with the Committee for dinner at 6:30 P. M. at the University Club in Hartford to hear Mr. Geist.

★ ★ ★

Export Control Regulations have been further extended and it becomes increasingly clear that the Export Controls are not solely for the conservation of needed defense materials and products. Recently the many regulations have been put in booklet form under the heading "Export Control Regulations and Export Control Schedule No. 1". Additions to this schedule have been put in "Export Control Schedule No. 2 and Current Rulings and Interpretations," and also in Export Control Schedule A. These three booklets are available at the office of the Manufacturers Association of Connecticut.

The recent additions to the list of products under export control chiefly explain that the operation of the Export Control is primarily to shut off supplies of material to the slowly-strangling axis partners. Business should more clearly understand such interpretation of the control phrase "in the interest of national defense". Conservation has become a minor consideration, since domestic priorities would more certainly handle actual or potential shortages. Export Control Schedule No. 2, a much smaller document than its predecessor No. 1, contains few new products, chiefly adding industrial chemicals, oils and fats, cork, etc., and redefining iron-steel and non-ferrous metals under control. Included, however, is a three-

page compendium of rulings, interpretations and exemptions, important to many exporters. Schedule "A" carries information governing the licensing for Export of technical data. While control is steadily expanding and the control staff is being enlarged with hundreds of new employees, license requirements chiefly remain on raw, primary and semi-fabricated materials, affecting few completely manufactured items other than tools and machinery.

General licenses have been issued on some commodities and for some countries. The first of the countries assigned general licenses was Canada. Later the British Empire was assigned

general licenses on most of the articles under Export Control. The first general license for any country of Latin America was recently issued on some products for Cuba. This action followed the Cuban organization of her own export control to end the possibility of re-shipment to Japan or indirectly to Germany or Italy. As lurid tales have reached Washington of transfer to axis ships of American materials in several southern countries, development of general license to other countries depends upon setting up their own effective control machinery. Representations along such lines have been made and may bear fruit. Blanket license was not issued for Canada, until the Dominion plugged a gaping leak through the Pacific to Japan. The Dutch East Indies, also covered by general license, are, of course, full allies in the anti-axis effort. A new form of export control, just apparent, is Federal Reserve Action in holding up financial licenses covering sales to French Indo-China, considered as Japanese dominated, under Treasury freezing of French funds. This, of course, is financial control entirely apart from the export control and is applicable only if funds are frozen. Shipments to Indo-China probably will cease. Exports to Japan have been greatly reduced, to less than half; late word is that Japan has made strenuous efforts, without success, to obtain supplies of tools, materials, etc., no longer available here, from Manila. Current shipments to axis gateways (Finland, Sweden, Portugal, North China, etc.) are chiefly foodstuffs, automotive materials, manufactured materials, etc., not under license.

★ ★ ★

Un-American Activities in Latin America. Manufacturers in Connecticut have been requested by the Department of Commerce to send to them a list of all of their agents in

IF YOU HAVE AN EXPORT PROBLEM

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of

The Manufacturers Association of
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and the
Cooperative Office of the
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HARTFORD, CONNECTICUT

Latin America. The purpose of this request is, of course, so that the Department might inform those manufacturers who have agents of anti-American beliefs. It is suggested to those manufacturers having agents with un-American beliefs that they discontinue lending their financial support to such agents. More than 15,000 individual letters have been sent from Washington to American manufacturers and exporters warning them not to grant representation to anti-American agents and agents-distributors in Latin America. The purpose is, of course, to make certain that several hundred Nazi sympathizers and workers in these countries will not obtain new agencies to replace cancelled American lines, "to avoid unwittingly making connections with undesirable firms and especially those which have been dropped by other American exporters in co-operating with the Government's defense program".

Response to this program has been one of universal cooperation. In fact, a large number of firms have already been found to have taken action prior to this approach by the government and others are awaiting the word only. Stressed is the fact that no American list of undesirable agents has or will be published, although it is now understood that in all business the percentage of Nazi agents is small. While officials insist that British action on trade embargo with enemy agents is no criterion to American business, measure of problem is suggested by the British black-list. It shows a total of about 900 names in all classifications throughout the Hemisphere, of which probably more than half are branches of German-Italian manufacturers, banks, steamship lines, etc. Many of the remaining names are "beyond the pale" under American conception; a few are additional, not named by the British.

Specific information on the government program can be obtained from this office.

★ ★ ★

Commercial Attaché George C. Howard from Stockholm, Sweden, addressed the April meeting of the Foreign Trade Committee of the Association at its meeting in Bridgeport. Mr. Howard gave a broad picture of the progressive difficulties of Sweden during the year 1940 pointing particularly to Sweden's loss of export or im-

port trade, stoppage of construction activities and the troubles caused by a war economy dictated by Germany. At the present time over 70% of all Swedish exports go through Germany. All private exchange balances belong to the state, government now has the power to conscript labor, bulk of safe investments have been lost, prices have risen excessively and the government is spending immense sums for relief and unemployment benefits and the public debt is rapidly rising.

Since the beginning of 1941 every ton of coal required in Sweden must come from Germany while at the same time Germany is getting its iron ore from sources other than Sweden. Personal sentiments of the Swedes would seem to be 98% against the Nazis. They are not shipping munitions or food to Germany and the attitude is strongly pro-British. They are resisting more strongly German political dictation, disappointed at not making money out of the war. Their merchant marine is largely chartered to the British, Swedish sailors even volunteering for the dangerous shipments going from Sweden to England.

Mr. Howard advised American exporters not to count too much on business from Sweden. Port facilities at Petsamo are extremely small. Finland has only allowed Sweden the use of 25% of facilities at Petsamo thus taking care of only 200 tons per day. The Swedes are using Gotesburg as a trial balloon port, but admit that the Germans can close it at any minute. Swedes are rationed on practically everything including no gasoline for pleasure purposes.

Before Britain will give navicerts for shipments to Sweden, the Swedes must give assurance that the goods will not be trans-shipped to Germany. Britain getting more strict as to navicerts because she doesn't want to see Swedish stock built up too heavily for fear Germany might take over Sweden and acquire such stocks, but willing to let products go into Sweden if Sweden otherwise could buy them from Germany.

Finland, however, is apparently in a worse plight as to foodstuffs. She is

completely out of fats and cannot get them from Russia. Even back last November the fat ration was 2 ounces per person per week.

Also the goods that Germany is still shipping into Sweden are at very high prices, of relatively poor quality and with terrible deliveries.

Joseph A. Mack, Assistant Director of the Bureau of Foreign and Domestic Commerce, New York, N. Y. spoke at the same meeting addressed by Mr. Howard and told of the activities of the office of the Coordinator of Cultural and Commercial Relations with the American Republics headed by Nelson A. Rockefeller. The remarks of Mr. Mack were of a confidential nature and had to do with the un-American activities of some of the agents of American firms in Latin America.

TRANSPORTATION

(Continued from page 23)

the Commission's power" and (3) in limiting the irregular route carrier's operation to protect carriers operating over regular routes, "the Commission proceeded upon an erroneous theory of law and transcended the powers vested in it by Congress."

New York Drivers Not Violating Anti-Racketeering Act. It is not a violation of the anti-racketeering act passed by Congress for actual truck drivers, members of a union affiliated with the International Teamsters organization, to stop trucks at the New York city limits and demand that the work of driving the trucks in the city and unloading them be turned over to them or a day's wages be paid them in lieu thereof, according to a decision of the United States Circuit Court of Appeals for the second circuit in United States in Appellee vs. Local 807 of International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, appellants. Nor does such an action constitute a conspiracy to violate the Sherman anti-trust law. Under the anti-trust statute, it was pointed out, among other things, that an unincorporated association, that is a labor union, could not be held to conspire and that there was no conspiracy to fix prices or anything of that sort.

The court reversed the conviction of a number of men who had been found guilty in the trial court.

COOPERATION
In Export Shipping
MOHEGAN
INTERNATIONAL CORPORATION
Dependable
FOREIGN FREIGHT FORWARDERS
To all parts of the world
17 STATE ST. N. Y. Tel. B09-0348

HUMANIZING THE ANNUAL REPORT

(Continued from page 3)

paid out last year on account of 21 deaths or total disabilities. It showed that the company paid out \$63,294 in pensions for the year and how much was paid out when company employees or their families went to the hospital.

And finally with a few good pictures and some description it told how important it was for the customers, stockholders, employees and management all to work together.

It doesn't look to me as though the men and women that work for that company are the "forgotten men".

It's about time you brought me up short again with the question "What's all this to do with ANNUAL REPORTS?" Here's my slant.

We fellows down the line have just as much personal pride as the big boys. We like to feel that we're part of the show and that confidence is placed in us. It may be just one of those little things, but when the annual report explains to us in language we understand that the tops and the stockholders aren't getting all the gravy and sometimes don't even get any dividends on their investment and yet we're still getting our dividends as wages, well, maybe we'd better work together.

I was pretty much impressed when I learned that it takes about \$50,000 to make each individual job in some businesses. That sure takes confidence on the part of the men that put up the money.

Well, I know now that I can understand at least one kind of ANNUAL REPORT, the kind that is written in my language. I should think that more companies would loosen up and tell us more of those interesting things. I suppose some of those boys up top keep right on saying "No, sir, a little knowledge is a dangerous thing" and "What they don't know won't hurt us." I can't see why they don't try to think with us as much as we try to think with them.

On ANNUAL REPORTS again, as I understand it, most of the best companies in the whole country keep talking about their employees owning stock but when the ANNUAL REPORT comes out, how many of us employee-stockholders can hope to read it? I don't see where an ANNUAL

REPORT should be very different from any other printed matter I get in the mail. They're all trying to sell me on something: hats, shoes, refrigerators, food, etc. or this is a good company where it's safe to invest your money.

Talking about stockholders, he said: "They receive dividends on their investment"—and he called the dividends "*wages for money*". Then speaking of employees as "partners" he said: "They receive dividends on their investment" and he called the employees' dividends "*wages for work*".

He pats his 2000 men and women on the back for the good job they're doing and says he's proud to be the head of the group.

His whole letter was a good plain man-to-man talk and then, in the rest of the report, interesting pictures showed where the company dollars came from and how the company dollars were spent.

Then along with some big figures on taxes it showed with pictures that in 1930 the company paid \$665 taxes for every employee and in 1940 paid \$1,349 for every employee. Boy, what taxes!

And then, in just the kind of language I can understand, this report told about the new buildings the company had built during the year and pictures of men carrying money bags showed how much the wages had been.

NEWS FORUM

(Continued from page 18)

it to remain in the sand for two weeks in order to cool it off sufficiently to "shake it out" and clean it. The metal used in the casting is known in the foundry trade as meehanite, while has a higher tensile strength than other grades of iron and other physical properties which suit it to the heavy job it will have to do in the crushed stone industry.

★ ★ ★

MALLEABLE IRON FITTINGS COMPANY of Brantford presented at the recent National Oil Burner Progress Exposition in Philadelphia, the new Colby system of hot water heating, said to have been discussed during and since the show as a revolutionary system for home heating. The system, it is claimed, will

reduce initial installation cost, space occupied, and fuel cost.

In the Colby system, the bulky boiler with its 30 to 50 gallons of water, its unsightly system of piping, and its cast iron radiators has been eliminated by the use of a small heating unit incased in a neat chrome trimmed jacket measuring 3 feet long, 3 feet high and 18 inches wide. By the new Colby principle a six room house piped with $\frac{3}{8}$ " outside diameter copper tubing concealed in the walls may be adequately heated by the very rapid heating and circulation of only three gallons of water which is circulated three times per minute. The system is oil fired and the oil burner is automatically controlled for domestic water heating purposes by the flow of water through an open faucet.

Some 40 Colby systems have been already installed in homes and since its introduction at the exposition, numerous inquiries have been received from all parts of the country as well as many favorable comments received from prominent heating engineers.

★ ★ ★

IN ORDER TO DEPICT the spirit of the New Departure Division of General Motors, in a way intended to attract each year a few graduate engineers whose training, personalities, and potential abilities seem to align them with the fundamental principles of the company, the Personnel Department of New Departure has recently had prepared by the advertising department, an 18-page profusely illustrated booklet.

Progressing from an unusual picture "shot" of the entrance to the main office of the company, the illustrations carry the reader through visual appreciation of "early new departures" such as the door bell, electric fire bell, chief's buggy bell, call bell, bicycle bell, bicycle lamp, bicycle cyclometer and numerous other "firsts". Other illustrations set forth numerous uses of New Departure ball bearings and various processes used in the plant as well as the many interesting uses to which ball bearings have been adapted. By clever weaving of the company's accomplishments, processes and methods, the booklet seeks to arouse enthusiasm of the right type of candidates for future employment with New Departure. It is a forward-looking and instructive piece of work of unusual merit which should redound to the interest of the company in years to come.

BUSINESS PATTERN

General business activity in Connecticut continued to expand during March, the index advancing approximately 5 points to the new record high level of 52% above normal.

In the United States, the volume of industrial activity likewise increased, the index attaining a new record of 21% above normal, a one point advance over February.

Reports for early April in Connecticut indicate continued expansion. In the United States, however, as a result of strikes in important industries, preliminary reports indicate that the high level of March was not being maintained in April.

In the Connecticut manufacturing

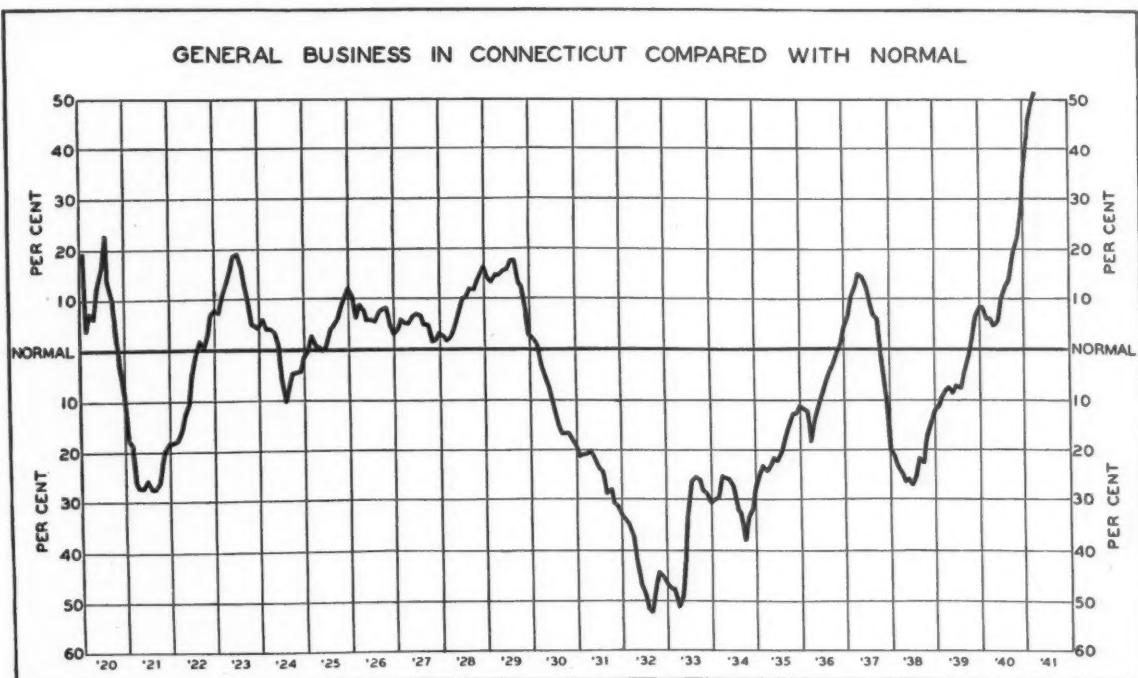
centers in the State, the number of man-hours worked was more than 50% higher than in March a year ago. Wage increases and more liberal vacation allowances have been reported by a substantial number of concerns throughout the State, many as a result of agreements with employees' labor organizations.

Connecticut concerns continued to receive large government contracts during March, the largest for this period being two orders awarded the Scovil Manufacturing Company of Waterbury for artillery material totaling more than \$4,200,000.

Freight carloadings originating in 14 Connecticut cities made more than

nearly division of the United Aircraft Corporation in early April received a supplemental government contract amounting to approximately \$10,000,000 for the acquisition and installation of additional machinery and equipment at their East Hartford plant. The Hamilton Standard Propeller Division of the same corporation received a contract from the Navy Department amounting to more than \$1,000,000 for the construction of additional plant facilities.

The F. W. Dodge Corporation reports that construction contracts in 37 eastern states for March was 76% higher than the same month last year and resulted in the largest first quar-



field, where there have been relatively few and minor labor disputes, production volume continued steadily upward. During March the indexes of man-hours worked in Connecticut factories and factory employment maintained the steady and rapid rise in evidence since early last year. In Bristol factories, man-hours increased more than 7% over February, while in manufacturing establishments in Bridgeport, Hartford and New Britain increases of 2% to 5% over last month were reported. In 196 factories located in eight manufacturing cen-

the usual seasonal improvement during March, advancing to another record high level, 33% above normal. Metal tonnage carried by the New Haven Road was likewise well above normal.

Non-residential construction work in progress in Connecticut during March continued to reflect the need for additional manufacturing facilities. General contracts have been awarded for new factory buildings, or substantial additions or alterations to existing plants, notably in New Haven, Bridgeport, Bristol, Waterbury and East Hartford. The Pratt and Whit-

ter since 1929. Non-residential building during the first quarter was 110% above the corresponding period of 1940.

The high level of automobile production in the United States in evidence during the first half of March was not maintained during the latter part of the month and in early April. Labor disturbances and shortages of raw materials contributed substantially to this decline.

The production of steel ingots in the United States continued close to 100% of capacity.



Ed. NOTE. This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

Accounting Forms		Bathroom Accessories		Brass Goods	
The Baker Goodyear Co	New Haven	The Charles Parker Co	Meriden	Sargent and Company	New Haven
Accounting Machines		Bearings		Scovill Manufacturing Co (To Order)	Waterbury
Underwood Elliott Fisher Co	Hartford	New Departure Div of General Motors (ball)	Bristol	Brass Mill Products	Bridgeport
Acetylene		The Fafnir Bearing Co (ball)	New Britain	Scovill Manufacturing Co	Waterbury
Connecticut Gas Products Co Inc	Meriden	Norma-Hoffmann Bearings Corp (ball and roller)	Stamford	Brass Stencils—Interchangeable	Bridgeport
Adding Machines		Bells		The Fletcher Terry Co	Box 415, Forestville
Underwood Elliott Fisher Co	Hartford	Bevin Brothers Mfg Co	East Hampton	Brick-Building	
Advertising Printing		The Gong Bell Mfg Co	East Hampton	The Donnelly Brick Co	New Britain
The Case Lockwood & Brainard Co	Hartford	Sargent and Co	New Haven	Bricks—Fire	New Haven
Advertising Specialties		The N N Hill Brass Co	East Hampton	Howard Company	
The H C Cook Co 32 Beaver St	Ansonia	Beltting		Broaching	The Hartford Special Machinery Co
Scovill Manufacturing Co (Made to Order)	Waterbury	Hartford Belting Co	Hartford	Brooms—Brushes	Hartford
The Waterbury Button Co	Waterbury	The Russell Mfg Co	Middletown	The Fuller Brush Co	Hartford
Aero Webbing Products		The Thames Beltting Co	Norwich	Buckles	
Russell Mfg Co	Middletown	Benches		The Hatheway Mfg Co (Dee Rings)	
Air Compressors		The Charles Parker Co (piano)	Meriden	Buffing Wheels	Bridgeport
The Spencer Turbine Co	Hartford	Bicycle Coaster Brakes		Buttons	Bridgeport
Aircraft—Repair & Overhaul		New Departure Div General Motors Corp	Bristol	The Hawie Mfg Co	New Britain
United Airports Div United Aircraft Corp		Bicycle Sundries		The G E Prentice Mfg Co	Naugatuck
Rentschler Field East Hartford		New Departure Div General Motors Corp	Bristol	John M Russell Mfg Co Inc	Staffordville
Airplanes		Binders Board		B Schwanda & Sons	Waterbury
Vought-Sikorsky Aircraft, Div United Aircraft Corp	Stratford	Colonial Board Company	Manchester	The Patent Button Co	Waterbury
Aluminum Castings		Biological Products		The Waterbury Button Co	Waterbury
Newton-New Haven Co 688 Third Avenue	West Haven	Ernst Bischoff Company Inc	Ivoryton	Buffing & Polishing Compositions	
Aluminum Forgings		Blocks		Apothecaries Hall Co	Waterbury
Scovill Manufacturing Co (small)	Waterbury	Howard Company (cupola fire clay)	New Haven	Lea Mfg Co	Waterbury
Aluminum Goods		Blower Fans		The Williamsburg Buff Mfg Co	Danielson
Scovill Manufacturing Co (To Order)	Waterbury	The Spencer Turbine Co	Hartford	Buttons	
The Waterbury Button Co	Waterbury	Colonial Blower Company	Hartford	B Schwanda & Sons	Staffordville
Aluminum—Sheets & Coils		Blower Systems		The Patent Button Co	Waterbury
United Smelting & Aluminum Co Inc	New Haven	Colonial Blower Company	Hartford	Colt's Patent Fire Arms Mfg Co	Hartford
Ammunition		Boilers		Scovill Manufacturing Co (uniform and tack fastened)	Waterbury
Remington Arms Co Inc	Bridgeport	The Bigelow Co	New Haven	The Waterbury Button Co	Waterbury
Artificial Leather		Petroleum Heat & Power Co (domestic only)	Stamford	Cabinets	
Zapon Div, Atlas Powder Co	Stamford	Clark Brothers Bolt Co	Middledale	The Charles Parker Co (medicine)	Meriden
Asbestos		The O K Tool Co Inc (T-Slot)	33 Hull St Shelton	Cams	
Rockbestos Products Corp (insulated wire, cable and cords)	New Haven	The Blake & Johnson Co (nuts, machine screw-bolts, stove)	Waterville	The Hartford Special Machinery Co	Hartford
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick)	Bridgeport	Bottle Bobbins		Carpets and Rugs	
Assemblies, Small		Sonoco Products Co (Climax-Lowell Div)	Mystic	Bigelow-Sanford Carpet Co	Thompsonville
The Wallace Barnes Co Div, Associated Spring Corp	Bristol	Box Board		Carpet Linning	
Automobile Accessories		The Lydall & Foulds Paper Co	Manchester	Palmer Brothers Co	New London
The Rostand Mfg Co (windshields, seats, and body hardware)	Milford	National Folding Box Co	New Haven	Castings	
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, rivets brass, clutch facings, packings)	Bridgeport	New Haven Pulp & Board Co	New Haven	The Charles Parker Co (gray iron)	Meriden
Automotive Friction Fabrics		Robertson Paper Box Co	Montville	The Bradley & Hubbard Mfg Co (gray iron, brass, bronze, aluminum)	Meriden
The Russell Mfg Co	Middletown	Boxes—Paper—Folding		The Gillette-Vibber Co (gray iron, brass, bronze, aluminum, also Bronze Bushing Stock)	
Automotive & Service Station Equipment		Atlantic Carton Corp	Norwich	New London	
Scovill Manufacturing Co (Canned Oil Dispensers)	Waterbury	S Curtis & Son Inc	Sandy Hook	The Sessions Foundry Co (gray iron)	Bristol
The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery)	Bridgeport	M S Dowd Carton Co	Hartford	John M Russell Mfg Co Inc (brass, bronze and aluminum)	Naugatuck
Bakelite Moldings		National Folding Box Co (paper folding)	New Haven	Malleable Iron Fittings Co (malleable iron and steel)	Branford
The Waterbury Button Co	Waterbury	Brake Lining		McLagon Foundry Co (gray iron)	New Haven
Balls		Colt's Patent Fire Arms Mfg Co	Hartford	Newton-New Haven Co (zinc and aluminum)	688 Third Ave West Haven
The Abbott Ball Co (steel bearing and burnishing)	Hartford	The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial)	Bridgeport	Philbrick-Booth & Spencer Inc (Grey Iron)	Hartford
The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum)	Hartford	Bridgeport Rolling Mills Co	Waterbury	The Greist Mfg Co (white metal, slush permanent moulds)	503 Blake St New Haven
Barrels		The Bristol Brass Corp (sheet, wire, rods, tubes)	Bridgeport	Scovill Manufacturing Co (brass and bronze)	Waterbury
The Abbott Ball Co (burnishing and tumbling)	Hartford	The Miller Co (Phosphor bronze in sheets, strips and rolls)	Bristol	Vanadium Metals Co (brass, bronze and aluminum)	Groton
The Hartford Steel Ball Co (tumbling)	Hartford	The Thinsheet Metals Co (sheets and rolls)	Meriden	Union Mfg Co (gray iron)	New Britain
			Waterbury	Wilcox Crittenden & Co Inc (gray iron and brass)	Middletown
				Castings—Permanent Mould	
				The Bradley & Hubbard Mfg Co (zinc and aluminum)	Meriden
				Centrifugal Blower Wheels	
				The Torrington Manufacturing Co	Torrington
				Chain	
				John M Russell Mfg Co Inc	Naugatuck
				Chains—Bend	
				The Bead Chain Mfg. Co.	Bridgeport

IT'S MADE IN CONNECTICUT

—CONTINUED—

Chemicals		
Apothecaries Hall Co	Waterbury	
MacDermid Incorporated	Waterbury	
American Cyanamid & Chemical Corp	Waterbury	
Chromium Plating	Waterbury	
Chromium Corp of America	Waterbury	
Chucks & Face Plate Jaws	New Britain	
Union Mfg Co	New Britain	
Clamps—Wood Workers		
Sargent and Company	New Haven	
Clay		
Howard Company (Fire Howard "B" and High Temperature Dry)	New Haven	
Cleansing Compounds		
MacDermid Incorporated	Waterbury	
Clutch—Friction		
The Carlyle Johnson Mach Co (Johnson Expanding Ring; Multiple Disc Maxitor)	Manchester	
The Raybestos Div of Raybestos-Manhattan Inc (clutch facings—molded, woven, fabric, metallic)	Bridgeport	
Comfortables		
Palmer Brothers Co	New London	
Cones		
Sonoco Products Co (Climax-Lowell Div) (Paper)	Mystic	
Consulting Engineers		
The Stanley P Rockwell Co Inc (Consulting)	Hartford	
Contract Manufacturers		
The Greist Mfg Co (metal parts and assemblies)	New Haven	
Copper		
The American Brass Co (sheet, wire, rods, tubes)	Waterbury	
The Bristol Brass Corp (sheet)	Bristol	
Scovill Manufacturing Co (pipe and service tubing)	Waterbury	
The Thinsheet Metals Co (sheets and rolls)	Waterbury	
Copper Sheets		
The New Haven Copper Co	Seymour	
Copper Shingles		
The New Haven Copper Co	Seymour	
Copper Water Tube	Bridgeport	
Cork Cots		
Sonoco Products Co (Climax-Lowell Div)	Mystic	
Corrugated Box Manufacturers		
The Danbury Square Box Co	Danbury	
Corrugated Shipping Cases		
D L & D Container Corp	87 Shelton Ave	
Gair Thames Containers Div of the Robert Gair Co Inc	New Haven	
Cosmetics		
The J B Williams Co	Glastonbury	
Cotton Batting & Jute Batting		
Palmer Brothers	New London	
Cotton and Jute Batting		
The Gilman Brothers Company	Gilman	
Cotton Yarn		
The Floyd Cranska Co	Moosup	
Counting Devices		
Veeder-Root Inc	Hartford	
Cutlery		
Remington Arms Co Inc	Bridgeport	
Cut Stone		
The Dexton Co	New Haven	
Cutters		
The Standard Machinery Co (rotary board, single and duplex)	Mystic	
The O K Tool Co Inc (inserted tooth milling)	Shelton	
33 Hull St		
Dictating Machines		
Dictaphone Corporation	Bridgeport	
Die Castings		
Newton-New Haven Mfg Co Inc	688 Third Ave	
	West Haven	
Dies		
The Hoggson & Pettis Mfg Co	141 Brewery St	
	New Haven	
Die-Heads—Self-Opening		
The Eastern Machine Screw Corp	Truman & Barclay Sts	
The Geometric Tool Co	New Haven	
Dish Washing Machines		
Colt's Patent Fire Arms Mfg Co	Hartford	
Draperies		
Palmer Brothers Co	New London	
Drop Forgings		
Wilcox Crittenden & Co Inc	Middletown	
The Blakeslee Forging Co	Plantsville	
Atwater Mfg Co	Plantsville	
Edged Tools		
The Collins Co (axes and other edged tools)	Collinsville	
Elastic Webbing		
The Russell Mfg Co	Middletown	
Electric Appliances		
The Silex Co	80 Pliny St Hartford	
Electric Cables		
Rockbestos Products Corp (asbestos insulated)	New Haven	
Electrical Conduit Fittings & Grounding Specialties		
The Gillette-Vibber Company	New London	
Rockbestos Products Corp (asbestos insulated)	New Haven	
Electric Eye Control		
United Cinephone Corporation	Torrington	
Electric—Commutators & Segments		
The Cameron Elec Mfg Co (revolving motors)	Ansonia	
Electric Fixture Wire		
Rockbestos Products Corp (asbestos insulated)	New Haven	
Electric Heating Element & Units		
Rockbestos Products Corp (asbestos insulated)	New Haven	
Electrical Instruments		
The Bristol Co	Waterbury	
Electric Panel Boards		
The Plainville Electrical Products Co	Plainville	
Electric Wire		
Rockbestos Products Corp (asbestos insulated)	New Haven	
Electrically Controlled Apparatus		
The Trumbull Electric Mfg Co	Plainville	
Electrical Control Equipment		
Colt's Patent Fire Arms Mfg Co	Hartford	
Electrical Goods		
A C Gilbert Co	New Haven	
Colt's Patent Fire Arms Mfg Co	Hartford	
Electrical Switches		
Colt's Patent Fire Arms Mfg Co	Hartford	
Electrolytes		
W T Barnum & Co Inc (all classes)	New Haven	
Elevators		
The Eastern Machinery Co (passenger and freight)	New Haven	
General Elevator Service Co Inc (freight, passenger and residence)	Hartford	
Embalming Chemicals		
The Embalmers' Supply Co	Westport	
Engines		
Wolverine Motor Works Inc (diesel stationary marine)	Bridgeport	
Pratt & Whitney Aircraft Div United Aircraft Corp (aircraft)	East Hartford	
Envelopes		
Curtis 1000 Inc	Hartford	
Extractors—Taps		
The Walton Co	94 Allyn St Hartford	
Eyelets		
The Platt Bros & Co P O Box 1030	Waterbury	
Scovill Manufacturing Co	Waterbury	
The Waterbury Button Co	Waterbury	
Fasteners—Slide & Snap		
The G E Prentice Mfg Co	New Britain	
Sargent and Co	New Haven	
The Patent Button Co	Waterbury	
Scovill Manufacturing Co (snap)	Waterbury	
Felt		
American Felt Co	Glenville	
Ferrules		
The Waterbury Button Co	Waterbury	
Fibre Board		
The C H Norton Co	North Westchester	
Finger Nail Clippers		
The H C Cook Co	32 Beaver St Ansonia	
Firearms		
Colt's Patent Fire Arms Mfg Co	Hartford	
Remington Arms Co Inc	Bridgeport	
Fire Hose		
Fabrics Fire Hose Co (municipal and industrial)	Sandy Hook	
Fireplace Goods		
The John P Smith Co (screens)	423-3 Chapel St	
	New Haven	
The Rostand Mfg Co	Milford	
Fireproof Floor Joists		
The Dexton Co	New Haven	
Fishing Equipment		
The Horton Mfg Co (reels, rods, lines)	Bristol	
Fishing Lines		
The Bevin-Wilcox Line Co	East Hampton	
Fishing Tackle		
The H C Cook Co	32 Beaver St Ansonia	
Flashlight Cases		
Scovill Manufacturing Co (metal)	Waterbury	
Flow Meters		
The Bristol Co	Waterbury	
Forgings		
Clark Brothers Bolt Co	Milldale	
Heppenstall Co (all kinds and shapes)	Bridgeport	
Foundries		
Union Mfg. Co (gray iron)	New Britain	
Wilcox Crittenden & Co Inc (iron, brass, aluminum and bronze)	Middletown	
The Sessions Foundry Co (iron)	Bristol	
Foundry Riddles		
The John P Smith Co	423-3 Chapel St	
	New Haven	
Rolock Inc (brass, galvanized, steel)	Southport	
Furniture—Anodic Aluminum		
Warren McArthur Corporation	Bantam	
The Gilman Brothers Company	Gilman	
Furniture Pads		
Colt's Patent Fire Arms Mfg Co	Hartford	
Galvanizing & Electric Plating		
The Gillette-Vibber Co.	New London	
Galvanizing		
Malleable Iron Fittings Co	Branford	
Wilcox Crittenden & Co Inc	Middletown	
Gaskets		
The Raybestos Div of Raybestos-Manhattan Inc	Bridgeport	
Gauges		
The Bristol Co (pressure, vacuum, indicating, recording and controlling)	Waterbury	
Gears—Reverse & Reduction for Motor Boats		
The Snow and Petrelli Mfg Co	New Haven	
Gears and Gear Cutting		
The Hartford Special Machinery Co	Hartford	
Glass Coffee Makers		
The Silex Co	80 Pliny St Hartford	
Glass Cutters		
The Fletcher Terry Co	Box 415, Forestville	
Golf Equipment		
The Horton Mfg Co (clubs, shafts, balls, bags)	Bristol	
Graphite Crucibles & Products		
American Crucible Co	Shelton	
Greeting Cards		
A D Steinbach & Sons Inc	New Haven	
Grinding		
The Hartford Special Machinery Co (gears, threads, cams and splines)	Hartford	
Hardware		
Sargent and Co	New Haven	
Wilcox Crittenden & Co Inc (marine heavy and industrial)	Middletown	
Hardware—Trailer Cabinet		
The Excelsior Hardware Co	Stamford	
Hardware, Trunk & Luggage		
J H Sessions & Son	Bristol	
Hat Machinery		
Doran Brothers Inc	Danbury	
Headers		
The E J Manville Machine Co	Waterbury	
Heat Treating		
The A F Holden Co	200 Winchester St New Haven	
The Bennett Metal Treating Co	1045 New Britain Ave	
The Stanley P Rockwell Co Inc	Elmwood	
296 Homestead Ave	Hartford	
Heat-Treating Equipment		
The A F Holden Co	200 Winchester St New Haven	
The Stanley P Rockwell Co Inc (commercial)	296 Homestead Ave	
The Wallace Barnes Co Div Associated Spring Corp	Bristol	
Heating Apparatus		
Crane Company	Bridgeport	
Highway Guard Rail Hardware		
Malleable Iron Fittings Co	Branford	
Hinges		
Sargent and Company	New Haven	
Homer D Bronson Company	Beacon Falls	
Hoists and Trolleys		
Union Mfg Company	New Britain	
Hose Supporter Trimmings		
The Hawie Mfg Co (So-Lo Grip Tabs)	Bridgeport	
Hot Water Heaters		
Petroleum Heat & Power Co (instantaneous domestic oil burner)	Stamford	
Industrial Finishes		
Zapon Div Atlas Powder Co	Stamford	
Insecticides		
American Cyanamid & Chemical Corp	Waterbury	
Insulated Wire Cords & Cable		
The Kerite Insulated Wire & Cable Co Inc	Seymour	
Japanning		
J H Sessions & Son	Bristol	
Jointing		
The Raybestos Div of Raybestos-Manhattan Inc (compressed sheet)	Bridgeport	
(Advt.)		

IT'S MADE IN CONNECTICUT
—CONTINUED—

Key Blanks		Milk Bottle Carriers		Punches	
Sargent and Company The Graham Mfg Co	New Haven	The John P Smith Co 323-33 Chapel St New Haven		The Hoggson & Pettis Mfg Co (ticket & cloth) 141 Brewery St	New Haven
Knit Goods		Millboard		Putty Softeners—Electrical	
American Hosiery Company Labels	New Britain	The Raybestos Div of Raybestos-Manhattan Inc (asbestos)	Bridgeport	The Fletcher Terry Co Box 415 Forestville	
J & J Cash Inc (Woven) Lacquers & Synthetic Enamels	South Norwalk	Mill Supplies		Pyrometers	
Zapon Div Atlas Powder Co	Stamford	Wilcox Crittenden & Co Inc	Middletown	The Bristol Co (recording and controlling)	Waterbury
A W Flint Co	Ladders 196 Chapel St New Haven Lamps	Colt's Patent Fire Arms Mfg Co The Watertown Mfg Co 117 Echo Lake Road Watertown	Hartford	Radiation-Finned Copper	
The Rostand Mfg Company (brass, colonial style & brass candlesticks)	Milford	Moulded Plastic Products		The G & O Manufacturing Company	New Haven
The Greist Mfg Co (portable, office, floor, table and novelty)	503 Blake St New Haven	Colt's Patent Fire Arms Mfg Co	Hartford	Railroad Equipment	
Leather		The Watertown Mfg Co 117 Echo Lake Road Watertown	Watertown	The Rostand Mfg Co (baggage racks and mirrors for passenger cars)	Milford
Herman Roser & Sons Inc (Genuine Pigskin)	Glastonbury	Moulds		Rayon Yarns	
Leather Goods Trimmings		The Hoggson & Pettis Mfg Co (steel) 141 Brewery St	New Haven	The Hartford Rayon Corp	Rocky Hill
The G E Prentice Mfg Co	New Britain	The Sessions Foundry Co (heat resisting for non ferrous metals)	Bristol	Razors	
Letterheads		Nickel Anodes		Schick Dry Shaver Inc (electric)	Stamford
Lehman Brothers Inc (designers, engravers, lithographers)	New Haven	The Seymour Mfg Co	Seymour	Reamers	
Lighting Equipment		Nickel Silver		The O K Tool Co Inc (inserted tooth) 33 Hull St	Shelton
The Miller Co (Miller, Duplexalite, Ivanhoe)	Meriden	Clark Brothers Bolt Co	Milldale	Recorders and Controllers	
The Waterbury Button Co	Waterbury	Underwood Elliott Fisher Co	Hartford	The Bristol Co (humidity, motion and operation)	Waterbury
Locks		Office Equipment		Refractories	
Sargent and Company	New Haven	Malleable Iron Fittings Co	Branford	Howard Company	New Haven
Locks—Cabinet		The Silent Glow Oil Burner Corp 147 Park St	Hartford	Resistance Wire	
The Excelsior Hardware Co	Stamford	Petroleum Heat & Power Co (domestic commercial and industrial)	Stamford	The C O Jelliff Mfg Co (Nickel chromium, kanthal)	Southport
Locks—Suit-case and Trimmings		Oil Burner Wick		Retainers	
The Excelsior Hardware Co	Stamford	The Raybestos Div of Raybestos-Manhattan Inc	Bridgeport	The Hartford Steel Ball Co (bicycle & automotive)	Hartford
Locks—Trunk		Oxygen		Reverse Gear—Marine	
The Excelsior Hardware Co	Stamford	Connecticut Gas Products Co Inc	Meriden	The Carlyle Johnson Mach Co	Manchester
Locks—Z'pper		Packing		Riveting Machines	
The Excelsior Hardware Co	Stamford	The Raybestos Div of Raybestos-Manhattan Inc (rubber sheet and automotive)	Bridgeport	The Grant Mfg & Machine Co	Bridgeport
Machine Work		Paints and Enamels		The Raybestos Div of Raybestos-Manhattan Inc (brake service equipment)	Bridgeport
The Hartford Special Machinery Co (contract work only)	Hartford	The Tredennick Paint Mfg Co	Meriden	Rivets	
The Torrington Manufacturing Co (special rolling mill machinery)	Torrington	Paperboard		Clark Brothers Bolt Co	Milldale
Machinery		Gair Thames Containers Div of the Robert Gair Co Inc	Portland	The Blake & Johnson Co (brass, copper and non-ferrous)	Waterville
The Hallden Machine Company (mill)	Thomaston	The New Haven Pulp & Board Co	New Haven	J H Sessions & Son	Bristol
The Torrington Manufacturing Co (mill)	Torrington	National Folding Box Co (folding)	New Haven	The Raybestos Div of Raybestos-Manhattan Inc (brass and aluminum tubular and solid copper)	Bridgeport
The Standard Machinery Co (bookbinders)		The New Haven Pulp & Board Co	New Haven	The Raybestos Div of Raybestos-Manhattan Inc (iron)	Bridgeport
Machinery Dealers & Rebuilders		Robertson Paper Box Co (folding)	Montville	Rods	
Botwinik Brothers	New Haven	Paper Boxes		The Bristol Brass Corp (brass and bronze)	Bristol
Machines		Sonoco Products Co (Climax-Lowell Div)	Mystic	Roof Coatings & Cements	
Andrew C Campbell Div American Chain & Cable Co Inc (cutting & nibbling)	Bridgeport	Parallel Tubes		Tilo Roofing Co Inc	Stratford
The Patent Button Company	Waterbury	Sonoco Products Co (Climax-Lowell Div)	Mystic	Roofing—Built Up	
Machines—Automatic		Pharmaceutical Specialties		Tilo Roofing Co Inc	Stratford
The A H Nilson Mach Co (Special) Bridgeport		Ernst Bischoff Company Inc	Ivoryton	Rubber Chemicals	
Machines—Forming		Phosphor Bronze		The Stamford Rubber Supply Co ("Factie" Vulcanized Vegetable Oils)	Stamford
The A H Nilson Mach Co (four-slide wire and ribbon stock)	Bridgeport	The Seymour Mfg Co	Seymour	Rubberized Fabrics	
Malleable Iron Castings		The Bristol Brass Corp (sheet)	Bristol	The Duro-Gloss Rubber Co	New Haven
Malleable Iron Fittings Co	Branford	Pipe		The Goodyear Rubber Co	Middlebury
Marine Equipment		The American Brass Co (brass and copper)	Waterbury	United States Rubber Prod Inc (Keds, Kedettes, Gaytees, U S Royal Footwear)	Naugatuck
The Rostand Mfg Co (nortlights, deck, cabin and sailboat hardware)	Milford	Howard Co (cement well and chimney)	New Haven	Rubbish Burners	
Wilcox Crittenden & Co Inc	Middletown	Crane Company (fabricated)	Bridgeport	The John P Smith Co 423-33 Chapel St	New Haven
Marking Devices		Bridgeport Brass Co (brass & copper)	Bridgeport	Safety Fuses	
The Hoggson & Pettis Mfg Co	New Haven	Scovill Manufacturing Co (copper, red brass and yellow brass)	Waterbury	The Ensign-Bickford Co (mining & detonating)	Simsbury
Matrices		Pipe Fittings		Scales—Industrial Dial	
W T Barnum & Co Inc	New Haven	Malleable Iron Fittings Co	Branford	The Kron Company	Bridgeport
Mattresses		Platers		Scissors	
Palmer Brothers Co	New London	The Patent Button Co	Waterbury	The Acme Shear Company	Bridgeport
Waterbury Mattress Co	Waterbury	The Plainville Electro Plating Co	Plainville	Screw Machine Products	
Measuring Instruments		Platers—Chrome		The Blake & Johnson Co	Waterville
The Bristol Co (long distance)	Waterbury	The Plainville Electro Plating Co	Plainville	Centerless Grinding Works	
Metal Cleaners		Platers' Equipment		70 Knowlton St	Bridgeport
Apothecaries Hall Co	Waterbury	MacDermid Incorporated	Waterbury	The Eastern Machine Screw Corp	
Metal Cleaning Machines		Plumbers' Brass Goods		Truman & Barclay St	New Haven
Colt's Patent Fire Arms Mfg Co	Hartford	Bridgeport Brass Co	Bridgeport	The Humason Mfg Co	Forestville
Metal Goods		Scovill Manufacturing Co	Waterbury	Scovill Manufacturing Co	Waterbury
Bridgeport Brass Co (to order)	Bridgeport	Plumbing Specialties		Screws	
Metal Novelties		John M Russell Mfg Co Inc	Naugatuck	The Blake & Johnson Co (machine)	Waterville
The H C Cook Co 32 Beaver St Ansonia	Ansonia	Pole Line		Sargent and Company	New Haven
The Waterbury Button Co	Waterbury	Malleable Iron Fittings Co	Branford	Clark Brothers Bolt Co	Milldale
Metal Products—Stampings		Polishing Wheels		The Charles Parker Co (wood)	Meriden
J H Sessions & Son	Bristol	The Williamsville Buff Mfg Co	Danielson	Scovill Manufacturing Co (cap and machine)	Waterbury
The Greist Mfg Co 503 Blake St New Haven		Presses		Scythes	
Scovill Manufacturing Co (Made to Order)		The Standard Machinery Co (plastic molding, embossing, and die cutting)	Mystic	Winsted Manufacturing Co	Winsted
Metal Specialties		Propellers—Aircraft		(Advt.)	
The Excelsior Hardware Co	Stamford	Hamilton Standard Propellers Div United Aircraft Corp	East Hartford		
The G E Prentice Mfg Co	New Britain	Propeller Fan Blades			
The Greist Mfg Co 503 Blake St New Haven		The Torrington Manufacturing Co	Torrington		
Metal Stampings					
The Patent Button Co	Waterbury				
The Excelsior Hardware Co	Stamford				
I H Sessions & Son	Bristol				
The H C Cook Co 32 Beaver St Ansonia	Ansonia				
The Greist Mfg Co 503 Blake St New Haven					
The Waterbury Button Co	Waterbury				

IT'S MADE IN CONNECTICUT
—CONTINUED—

Sewing Machines	Stereotypes	Venetian Blinds
The Greist Mfg Co (Sewing machine attachments) 503 Blake St New Haven	W T Barnum & Co Inc New Haven	The Permatex Fabrics Co Jewett City
The Merrow Machine Co (Industrial) 2814 Laurel St	Stop Clocks, Electric The H C Thompson Clock Co Bristol	Ventilating Systems Colonial Blower Company Hartford
Shaving Soaps	Studio Couches	Vises
The J B Williams Co Shears	Waterbury Mattress Co Waterbury	The Charles Parker Co Meriden
The Acme Shear Co (household)	Switchboards	Washers
The American Brass Co (brass and copper)	Plainville Electrical Products Co Plainville	The Blake & Johnson Co (brass, copper & non-ferrous) Waterville
Sheet Metal Products	Switchboards Wires and Cables Rockbestos Products Corp (asbestos insulated)	American Felt Co (felt) Glenville
The American Buckle Co	New Haven	Clark Brothers Bolt Co Middale
The Patent Button Co	Switches	The Sessions Foundry Co (cast iron) Bristol
J H Sessions & Son	Colt's Patent Fire Arms Mfg Co Hartford	I H Sessions & Son Bristol
Signals	Tableware—Stainless Steel International Silver Co	The Raybestos Div of Raybestos-Manhattan Inc (clutch washers) Bridgeport
The H C Cook Co (for card files) 32 Beaver St	Tanks	Watches Benrus Watch Co 66 Cherry St Waterbury
Silks	Tape	Waterproof Dressings for Leather The Viscos Company Stamford
Cheney Brothers	Middleton	Webbing The Russell Mfg Co Middletown
Silverware	Tap Extractors	Welding Rods The Bristol Brass Corp (brass & bronze) Bristol
International Silver Co (tableware, nickel silver, silver plate and sterling)	Taps, Collapsing	Wicks The Russell Mfg Co Middletown
Silverware—Hotel & Institutional	Textile Machinery	The Raybestos Div of Raybestos-Manhattan Inc (oil burner wicks) Bridgeport
International Silver Co	International Silver Co	Wire The Bristol Brass Corp (brass & bronze) Bristol
Silverware—Plated Hollowware	Meriden	The Driscoll Wire Co (steel) Shelton
International Silver Co	Meriden	Hudson Wire Co Winsted Div (insulated & enameled magnet) Winsted
Silverware—Sterling & Plated Trophies	Meriden	The Atlantic Wire Co (steel) Branford
International Silver Co	Meriden	The Platt Bros & Co (zinc wire) P O Box 1030 Waterbury
Silverware—Sterling Silver Hollowware	Meriden	Rockbestos Products Corp (asbestos insulated) New Haven
International Silver Co	Meriden	Scovill Manufacturing Co (brass, bronze and nickel silver) Waterbury
Silverware—Tableware, Silver	Textile Mill Supplies	Wire Arches and Trellis The John P Smith Co 423-33 Chapel St New Haven
International Silver Co	Ernst Bischoff Company Inc Ivoryton	Wire Baskets Rolock Inc (for acid, heat, degreasing) Southport
Silverware—Tableware, Silver Plate	Thermometers	Wire Cable The Bevin-Wilcox Line Co (braided) East Hampton
International Silver Co	The Bristol Co (controlling, recording and indicating)	Wire Cloth The C O Jelliff Mfg Co (All metals, all meshes) Southport
Silverware—Tableware, Sterling	Thin Gauge Metals	The John P Smith Co 423-33 Chapel St New Haven
International Silver Co	The Thinsheet Metals Co (plain or tinned in rolls)	Wire Drawing Dies The Waterbury Wire Die Co Waterbury
Sizing and Finishing Compounds	Thread	Wire Dipping Baskets The John P Smith Co 423-33 Chapel St New Haven
American Cyanamid & Chemical Corp	Max Pollack & Co Inc Groton	Wire Forms The Humason Mfg Co Forestville
Smoke Stacks	The American Thread Co Willimantic	The Wallace Barnes Co Div Associated Spring Corp Bristol
The Bigelow Company (steel)	The Gardiner Hall Jr Co (cotton sewing)	Wire Goods The Patent Button Co Waterbury
Soap	South Willington	The American Buckle Co (overall trimmings) West Haven
The J B Williams Co (industrial soaps, toilet soaps, shaving soaps)	Threading Machines	Scovill Manufacturing Co (To Order) Waterbury
Special Parts	The Grant Mfg & Machine Co (double and automatic)	Wire Mesh Rolock Inc (all meshes and metals) Southport
The Greist Mfg Co (small machined, especially precision stampings) 503 Blake St	Time Recorders	Wire Reels The A H Nilson Mach Co Bridgeport
The Sponge Rubber Products Co	Thomaston	Wire Partitions The John P Smith Co 423-33 Chapel St New Haven
Spreads	The H C Thompson Clock Co Bristol	Wire Rings The American Buckle Co (pan handles and tinner's trimmings) West Haven
Palmer Brothers Company	Timers, Interval	Woodwork C H Dresser & Son Inc (Mfg all kinds of woodwork) Hartford
Spring Units	Wilcox Crittenden & Co Inc Middletown	Yarns The Ensign-Bickford Co (jute carpet) Simsbury
Owen Silent Spring Co Inc (mattresses and upholstered furniture)	The Thinsheet Metals Co (non-ferrous metals in rolls)	Zinc The Platt Bros & Co (ribbon, strip and wire) P O Box 1030 Waterbury
Spring Washers	Tools	Zinc Castings Newton-New Haven Co Inc 688 Third Ave West Haven (Advt.)
The Wallace Barnes Co Div Associated Spring Corp	The Hoggson & Pettis Mfg Co (rubber workers) 141 Brewery St New Haven	
Springs—Coil & Flat	The O K Tool Co Inc (inserted tooth metal cutting)	
The Humason Mfg Co	33 Hull St Shelton	
The Wallace Barnes Co Div Associated Spring Corp	Toys	
Spring Colling Machines	A C Gilbert Company The Gong Bell Co The N N Hill Brass Co	
The Torrington Manufacturing Co Torrington	Trucks—Lift	
Springs—Flat	The Excelsior Hardware Co Trucks—Skid Platforms	
The Wallace Barnes Co Div Associated Spring Corp	The Excelsior Hardware Co (lift)	
Springs—Furniture	Tube Clips	
Owen Silent Spring Co Inc	The H C Cook Co (for collapsible tubes) 32 Beaver St	
Springs—Wire	Tubing	
The Wallace Barnes Co Div Associated Spring Corp	The American Brass Co (brass and copper)	
Stair Pads	Scovill Manufacturing Co (copper alloys)	
Palmer Brothers Company	Tubing	
Stamps	Scovill Manufacturing Co	
The Hoggson & Pettis Mfg Co (steel) 141 Brewery St	Condenser	
New Haven	Typewriters	
Stampings—Small	Underwood Elliott Fisher Co	
The Wallace Barnes Co Div Associated Spring Corp	Typewriter Ribbons	
Staples	Underwood Elliott Fisher Co	
Sargent and Company	Underclearer Rolls	
Steel Castings	Sonoco Products Co (Climax-Lowell Div)	
The Hartford Electric Steel Co (carbon and alloy steel) 540 Flathush Ave	Vacuum Cleaners	
Malleable Iron Fittings Co	Valves	
Nutmeg Crucible Steel Co	Reading-Pratt & Cadby Div American Chain & Cable Co Inc	
Steel—Cold Rolled Spring	Valves—Automatic Air	
The Wallace Barnes Co Div Associated Spring Corp	Beaton & Cadwell Mfg Co	
Steel—Cold Rolled Stainless	Valves—Flush	
Wallingford Steel Company	Beaton & Cadwell Mfg Co	
Steel—Cold Rolled Strip and Sheets	Valves—Relief & Control	
Wallingford Steel Company	Beaton & Cadwell Mfg Co	
Steel Goods		
Scovill Manufacturing Co (To Order)		
WATERBURY		

SERVICE SECTION

On account of space limitations, the material and used equipment items offered for sale by Association members have not been classified by sizes or usage best adapted. Full information will be given on receipt of inquiry. Listing service free to member concerns. All items offered subject to prior sale.

FOR SALE—RENT—WANTED

FOR SALE—One No. 3½-A BLISS Double Action Toggle Drawing Press in excellent condition. Has had very little use and is as good as new. Now under power and can be bought for about half the cost of a new one. Address S. E. 140.

FOR SALE—96" Peck, Stow & Wilcox Power Shear, suitable for 16 Gauge Stock, ¼ hard and lighter, 96" long, underdriven type. Address S. E. 141.

FOR SALE—Approximately 10,000 square feet of modern fireproof factory space, 85 foot siding with good yard space. Sacrifice price. New London. Write P. O. Box 229, New London, Conn.

MANUFACTURER'S AGENT calling on industries only from Washington to Canadian Border, will handle one additional line. Manufacturing background and engineering ability. References excellent. Address S. E. 143.

FOR SALE—One 1½-B Bliss Cam Double-Action Drawing Press. Recently overhauled. Good condition. S. E. 144.

A CONNECTICUT MANUFACTURING CONCERN, fully equipped for drawing, stamping and finishing, now making a line of electric lighting accessories, solicits inquiries for articles suitable to such equipment; or, desires to either combine with firm seeking such facilities or sell machinery, tools, stock of goods and patents. Suitable arrangements. Address S. E. 145.

FOR SALE—paper mill. 55,302 square feet floor area in 12 buildings of 1 to 3 stories. Heavy construction with plank on concrete floor. 12 foot ceiling height at eaves. 2 freight elevators. Wet return heat. Automatic Grinnell sprinkler. City fire protection. 440 volt power. 3 150-H.P. Boilers. Coal. City, river and clean pond water. No side track. One mile to freight house. Asking price \$40,000. Tax rate 25 mills. Address S. E. 146.

FOR SALE—Two large factory rooms, 41' x 24½' and two rooms 35' x 48' and two smaller rooms 11½' x 38½', wharf rights and riparian rights included; also office building 27' x 37' two and one-half stories, consisting of five rooms. S.E. 147.

FOR SALE—Thompson-Gibbs Type 6 AA, Serial No. 8295, Primary amps 53—KVA 23, 60 cycle, overload KVA 25.6, Butt Welders, bought in 1930. Also one set Primary coils ES-472 purchased in 1932. S.E. 148.

FOR SALE—One—No. 0, Improved Manvil Four-Slide, manufactured by the Woodbury Machine Company, practically new, never used on production. S.E. 149.

FOR SALE—No. 2 G. Browne and Sharpe Machine. S.E. 150.

EMPLOYMENT

FACTORY MANAGER—with over 25 years experience in metal goods manufacturing, having had complete charge of production and management, seeks similar connection where his services would be of value. American born, age 48, married. Can furnish best of references. A personal interview solicited. Address P. W. 572.

EXECUTIVE—practical mechanic with creative ability. Management and engineering background with wide diversified experience metal products. Address P. W. 573.

SALES MANAGER—Resourceful, thinks out of the rut, goes for profitable sales. Mature, energetic, experienced from direct sales to national distribution. Chances are good he is the "right man" you've hoped for and now need. A talk will tell. Address P. W. 574.

GRADUATE ACCOUNTANT with experience in insurance and manufacturing firms seeks position in Hartford or vicinity. Has studied business law, business organization and management, systems, costs, etc. Address P. W. 576.

YOUNG MAN WILLING TO START FROM SCRATCH in order to be closer to home. College graduate specializing in all phases of advertising and sales promotion. A decided asset to any firm. Detailed experience, education, personal background and references upon request. Address P. W. 577.

AMBITIOUS, capable young man of 28 desires position as Cost Accountant or Auditor in organization where initiative and ability count. Able to handle personnel and meet people. Excellent references. For an interview address P. W. 580.

ALERT TRAFFIC MAN is seeking association with a progressive company. Has been employed for the last five years by one of the largest shippers in the state. Address P. W. 583.

ADVERTISING MAN. Young man just over thirty who has had over ten years industrial and agency advertising experience and who has been both assistant and advertising manager, now seeks a broader field in industrial sales promotion and advertising than now afforded in his present agency connection. Here is a real find in the promotion field. Address P. W. 584.

GRADUATE MECHANICAL ENGINEER. Gun and ammunition manufacturer 13 years including last world war. Particularly experienced in manufacturing, production, production control and industrial relations. For interview address P. W. 585.

EXECUTIVE ASSISTANT, versatile, personable, age 33. Customer relations, organization, new system, staff training, and complete commercial banking experience. Has worked in foreign countries and on export, statistical analysis, execution of contracts and local public relations. Might work alternatively in treasurer's or comptroller's department. Good letter writing. Initiative. Address P. W. 586.

ACCOUNTANT, general and cost, age 35 years. Thirteen years of diversified experience. Knows manufacturing. Capable and accurate. Desires position with manufacturing establishment where abilities will be valued. Address P. W. 587.

PRODUCTION EXECUTIVE and engineer seeks position in management capacity. Technical education, practical mechanical background, 18 years experience in industrial engineering and management on wide range of metal products, manufacturing processes and procedures, tools, equipment, production control, planning, time study, methods, cost reduction, purchasing, relations. Age 43, American. Address P. W. 588.

FINANCIAL AND MANAGERIAL EXECUTIVE. This man's performance included turning a \$150,000 loss into a \$150,000 profit in one year. By an unusual record in reducing credit losses from 5% to 1/20 of 1% while sales increased 125%. By establishing a sound financial policy where a loose one previously existed. By building a cooperative spirit between the credit and sales department. By substantially reducing taxes. He is presently employed. Address P. W. 589.

MANAGEMENT ENGINEER. B.S. degree, M.I.T., age 42, experienced design, construction, management industrial plants. Built several deep-water oil terminals along Atlantic Coast. Was officer, on board of directors several oil companies. Manager one export company, president another when war stopped export activities. Desires steady industrial connection Connecticut. Address P. W. 590.

SALES ANALYST wants to work as staff assistant to director of sales where ability to analyze weaknesses in sales policies and the causes thereof, organize and manage a sales analysis department, and coordinate sales, accounting, and production operations can be profitably utilized. 43 years old, married, Harvard graduate, and Protestant. Address P. W. 591.

INDUSTRIAL EXECUTIVE ASSISTANT. Capable man of 47, qualified in sales management and distribution and administration of details in finances and housing. Not an engineer but has mechanical sense. Valuable executive assistant. Address P. W. 592. (A)

PERSONNEL DIRECTOR. Available at once. 18 years' experience, all ramifications, including management's negotiator collective bargaining conferences, and all other phases industrial labor relationship. Well known in diversified industrial center of southwestern Connecticut as an authority on labor problems. Excellent administrative ability. Address P. W. 593.

AVAILABLE—Services of capable, resourceful man qualified to sell or organize and direct salesmen. Familiar with sales, sales organization and sales management as well as direct mail advertising. Employed at present but desire change for best of reasons. Married. Protestant. Small salary and commission arrangement desired. P. W. 594.

Drinking Water on the Thompson "Rental-Equity" Plan



. . . . gives a better, more sanitary
and healthful drinking water service
at a substantial saving in cost . . .

THE RENTAL-EQUITY PLAN

1. **Frees your capital for production requirements.**
2. **Guarantees that your plant will be supplied with sufficient drinking water of the proper temperature to meet the needs of your employees 24 hours a day.**
3. **Turns an expense item into an asset.**
4. **"Pegs" your drinking water costs at a fixed, reasonable, monthly charge.**
5. **Reduces your monthly expenses for drinking water and thereby shows you a monthly saving.**
6. **Relieves your organization of service and maintenance problems.**
7. **Furnishes 24-hour service. Maintenance provided by factory-trained specialists.**
8. **Eliminates costly replacement expenditures.**
9. **Provides flexibility, which enables you to shift departments with minimum of expense.**
10. **Provides properly cooled "engineered" drinking water, thereby increasing employee health and efficiency.**

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LOWELL
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WATERBURY
4-3319

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7-0115

HARTFORD
5-2103

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Is it time
to check up on our
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Whether you have one telephone line or ten, two extensions or twenty, efficient use of your telephone set-up is essential if you are to get the most out of the dollars you spend for telephone service.

At no cost or obligation to you our survey group will gladly check

up on your present telephone system. A report will then be submitted to you for consideration.

All you need do to obtain this free survey service is call our business office and say, "I want a check-up ✓ on my telephone set-up ✓."

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